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PROCEEDINGS
OF THE
Teachers College Board
(FORMERLY NORMAL SCHOOL BOARD)
OF THE
STATE OF ILLINOIS

DWIGHT H. GREEN
GOVERNOR



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I29/p

1939

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Issued by

FRANK G. THOMPSON
Chairman of Teachers College Board

VERNON L. NICKELL
Secretary of Teachers College Board

1939

[Printed by authority of the State of Illinois]

PROCEEDINGS
OF THE
Teachers College Board
(FORMERLY NORMAL SCHOOL BOARD)

Frank G. Thompson
Director Department of Registration and Education
Chairman of Teachers College Board

Vernon L. Nickell
Superintendent of Public Instruction
Secretary of Teachers College Board



STATE OF ILLINOIS

DWIGHT H. GREEN
GOVERNOR

1939

Edited by EDWIN McDONALD
Coordinator of Teachers College Board

Teachers College Board Prints Board Proceedings

At a regular meeting of the Teachers College Board, with Hon. Frank G. Thompson presiding, the board voted to cause all the proceedings that were not published in printed form since 1936 up to the beginning of the administration of Governor Dwight H. Green and thereafter, to be printed.

The cost of the printing was to be taken from elapsed printing appropriations of the 1943-1945 biennium of the Department of Registration and Education and Superintendent of Public Instruction.

S.B.6
P.7
1939

Springfield, Illinois

April 7, 1939

The meeting by members of the Normal School Board Committee on proposed University Annuity and Benefit Fund was held in Parlor J, Abraham Lincoln Hotel, Springfield, Illinois, the morning of April 7, 1939.

Those present were :

Mr. D. F. Campbell, Sr., Actuary.

Mr. D. F. Campbell, Jr., Actuary.

Mr. Karl L. Adams, President, Northern Illinois State Teachers College.

Dr. R. G. Buzzard, President, Eastern Illinois State Teachers College.

Dr. W. P. Morgan, President, Western Illinois State Teachers College.

Miss Harriet McIntire, representing the Normal School Board.

Mr. Lucien A. File, representing Director Hallihan and Mr. Wieland.

Mr. Edward V. Miles, representing President Pulliam of Southern Illinois State Normal University.

Dr. H. G. Brinnard, Member, Faculty of Southern Illinois State Normal University.

This meeting was held to discuss the pending Bill for University Annuity and Benefit Fund (copy of synopsis of proposed Bill is attached) in order that it might be better understood; also attached hereto is further amplification of the proposed annuity and benefit system as discussed at this meeting, and explained by Mr. Campbell, Actuary.

The afternoon session of the meeting was held in the Palm Room of the Hotel.

In addition to those who were present at the morning session, the following were present :

Mr. O. M. Karraker, Member, University of Illinois Board of Trustees.

Mr. Harold Pogue, Member, University of Illinois Board of Trustees.

Mr. Louis C. Moschel, Member, University of Illinois Board of Trustees.

Mr. Lloyd Morey, Comptroller, University of Illinois.

Mr. Webber, Business Manager, University of Illinois.

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The meeting was called to order by Mr. Morey and general discussion of the Bill followed.

It was decided that the Presidents of the Teachers Colleges report to Mr. File regarding the sentiment of faculty members toward this Bill, and that the University of Illinois faculty members and the University of Illinois Board of Trustees report to Mr. Morey.

It was further decided that Mr. File should contact Mr. Wieland, Chairman of the Committee of the Normal School Board, and request him to obtain the consensus of opinion of the Normal School Board members toward this Bill. Mr. File and Mr. Morey will then coordinate the reaction of the two groups.

SYNOPSIS OF PROPOSED BILL FOR UNIVERSITY ANNUITY AND BENEFIT FUND (Prepared by D. F. Campbell, Consulting Actuary)

1. *Institutions covered.* University of Illinois, the five teachers colleges of Illinois, and any other similar institution hereafter established.
2. *Who covered.* Any person now or in the future on salary or wage in the administrative, instructional, scientific, or civil service staff of any institution included except persons below the rank of instructor or equivalent and those employed for 90 days or less.
3. *Responsibility for administration.* Board of seven persons consisting of two appointed by governor, four elected by employees from University of Illinois, and two from other institutions, not more than one in any such other institution, the University Comptroller, ex-officio secretary. Members of Board to receive only reimbursement for travel. All expenses of management of fund to be paid from its receipts.
4. *Method of administration.* Institutions shall file all necessary information with Retirement Board; Retirement Board to advise State Auditor deductions to be made; State Auditor to deduct from salaries and transfer funds monthly to retirement fund; State Treasurer to be treasurer and custodian of fund; State to make biennial appropriations for estimated cost to State; Retirement Board to make all annuity payments both to retired staff members or their survivors.
5. *Benefits of act.*
 - a. Annuity for employee amounting at age 68, in the case of persons beginning service at 43 years or younger, to 50% of salary at 65 not in excess of \$4,000 (\$6,000 for President).

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- b. Annuity for widows to a maximum of \$1,500 per year and a minimum of \$25 per month.
- c. An employee may resign on reaching age 60 and receive such an annuity as can be provided by the total amount accumulated to his credit. He may resign on reaching age 55 and, if he has served 15 years, receive a portion of his accumulated credit. In case he resigns before serving 15 years and before reaching age 55 he receives only the value of the deductions from his salary plus 3% interest, except deductions for disability and administrative expense.
- d. Child's annuity of \$10 per month while a parent is living and \$20 per month if no parent is living, for each unmarried child less than 18 years of age born before an employee reaches 65.
- e. Disability benefit of 50% of salary of not more than \$4,500, less amounts due fund as monthly deductions, payable for five years.

6. *Death benefits.*

Death before retirement—

- a. Amount deducted from individual's salary above salary of \$3,000 refunded to estate at once with interest at 3%.
- b. Annuity provided for widow with a maximum of \$1,500 but not in excess of the annuity which would have been payable to the individual on retirement.

Death after retirement—

- a. Amount deducted from individual's salary above salary of \$3,000 refunded to estate at once with interest at 3%.
- b. Annuity for widow as established at individual's retirement; any amount of her annuity unused at time of her death payable to her estate.

7. *Previous service.* When the act goes into effect each person would be given credit for the accumulated value of all previous services the same as though deposits had been made by deductions from salary and by the State during his entire period of service. The State will be expected to meet the cost of all such contributions. From that date on, the cost will be divided between the employee and the State as herein indicated, computed on the basis of salary and service from the beginning of his service, without any allowance for reductions of salaries.

8. *Persons now retired.* All institutions would be expected to continue to provide for retiring allowances of persons now on retirement as long as those persons live.

9. *Effective age.* Deductions from salary are computed for persons above age 43 on the basis of age 43 to provide the maximum annuity at age 68. Any person entering service after

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age 43 is charged as though he had entered at 43 and then gets whatever annuity his credits will provide at age 68. Such a person could not get the maximum annuity provided.

10. *Method of financing.*

- a. Deductions from monthly salaries of all employees of amounts necessary to provide at age 68 a portion of an annuity. Married and unmarried persons to be subject to same contributions. If individual has no wife at time of retirement or death all accumulated salary deductions for widow's pensions are refunded to him or his estate with 3% interest.
- b. Contributions by the State of the amount necessary to fully provide for the remainder of the annuity above described, allowing for earnings of the fund at 3%. The estimated distribution between individual and State is as follows:

	Individual	State
On amount of salary not over \$3,000.....	$\frac{1}{3}$	$\frac{2}{3}$
On amount of salary over \$3,000 and not over \$8,000	$\frac{1}{2}$	$\frac{1}{2}$
Disability up to \$4,500 salary.....	$\frac{1}{2}$	$\frac{1}{2}$
For administrative expense on amount of salary not over \$4,500.....	$\frac{1}{2}$	$\frac{1}{2}$

Salary deductions and State contributions vary for each individual case. A table of typical cases is attached.

11. *Cost to the State.*

	Univer- sity	Teachers Colleges	Total	Approximate per cent of payroll
1. Annual amounts for: Current service con- tributions includ- ing disability and administrative ex- pense	\$301,000	\$129,000	\$430,000	6.3
2. Annual amount sug- gested to cover ac- cumulated obliga- tion to date (Uni- versity \$6,000,000, Teachers Colleges, \$2,000,000)	215,000	78,000	293,000	5.0
Total	\$516,000	\$207,000	\$723,000	11.3

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DATA CONCERNING TYPICAL CASES UNDER PROPOSED RETIREMENT FUND UNIVERSITY OF ILLINOIS

- (1) Indicates service prior to 1914 not taken into computations. Percentages therefore will be less than those stated when this additional service is determined.
- (2) *Asterisk indicates salary on September 1, 1938, less than stated salary.
- (3) Exclusive of full credit for service prior to date of establishment of system to be provided by the State.

Reference Number	Date of Birth	Date Entering Univer- sity Service (1)	Begin- ning Salary	Salary Septem- ber 1, 1938, or Highest Salary (2)	Employees Deposit Required (Per Cent of Highest Salary)	State Deposit Required (3)
1	1872	1915	\$2,500.00	\$6,000.00*	8.2%	9.9%
2	1877	1914	2,000.00	5,500.00*	6.4	7.9
3	1875	1930	5,000.00	5,000.00	6.2	8.3
4	1872	1914	3,500.00	4,500.00*	6.9	9.1
5	1875	1930	5,000.00	5,000.00*	6.2	8.3
6	1878	1918	3,500.00	8,000.00	6.2	7.2
7	1874	1917	5,000.00	7,500.00*	6.8	8.2
8	1873	1914	2,500.00	6,000.00	7.7	9.3
9	1877	1921	3,000.00	5,000.00*	7.2	9.3
10	1886	1915	1,400.00	5,650.00	4.7	5.7
11	1879	1915	3,000.00	6,500.00*	4.8	5.9
12	1877	1915	1,500.00	4,150.00	7.2	9.5
13	1873	1914	1,500.00	6,000.00*	8.1	9.9
14	1895	1925	3,500.00	4,700.00	3.8	5.0
15	1888	1924	4,200.00	4,800.00*	4.6	6.2
16	1877	1918	3,000.00	4,800.00*	6.4	8.4
17	1876	1914	3,500.00	5,500.00*	5.8	7.2
18	1876	1914	2,800.00	6,000.00*	6.6	7.9
19	1876	1914	3,000.00	5,000.00*	5.7	7.2
20	1872	1914	1,500.00	5,000.00*	10.6	13.8
21	1886	1922	1,300.00	5,000.00*	5.0	6.6
22	1887	1914	1,800.00	4,500.00*	3.9	5.1
23	1880	1914	2,300.00	4,000.00*	4.6	6.3
24	1888	1920	1,800.00	6,000.00	4.6	6.2
25	1890	1915	1,800.00	6,000.00	3.8	4.7
26	1887	1918	2,000.00	5,250.00	4.4	5.5
27	1904	1938	3,200.00	3,200.00	4.3	6.4
28	1894	1927	3,000.00	4,000.00	4.3	5.9
29	1897	1929	4,500.00	4,500.00*	3.7	5.0
30	1889	1920	1,800.00	4,000.00*	4.3	5.9
31	1894	1929	2,000.00	4,750.00	5.1	6.6
32	1888	1929	6,000.00	6,000.00	5.5	7.1
33	1877	1921	3,000.00	4,000.00*	6.9	9.5
34	1883	1923	4,000.00	5,000.00*	5.5	7.3
35	1889	1922	2,600.00	3,500.00*	4.2	6.0
36	1906	1936	5,000.00	5,200.00	4.0	5.1
37	1894	1927	2,800.00	3,300.00	4.2	6.1
38	1887	1928	5,500.00	5,500.00*	5.5	7.3
39	1899	1924	1,800.00	3,000.00	3.2	4.8
40	1890	1922	1,800.00	2,600.00*	2.2	3.9
41	1884	1926	4,000.00	5,000.00*	6.1	8.1
42	1901	1926	2,500.00	3,500.00	3.3	4.6
43	1874	1914	1,300.00	5,000.00*	7.8	10.0
44	1878	1914	3,000.00	5,000.00*	5.1	6.6
45	1878	1914	2,200.00	5,000.00	7.6	9.2
46	1873	1918	1,200.00	2,700.00	5.0	9.5
47	1892	1927	4,800.00	7,000.00*	4.0	5.0
48	1895	1930	6,000.00	6,500.00	3.9	5.0
49	1887	1926	6,500.00	7,500.00*	4.7	5.8
50	1889	1929	7,000.00	7,500.00*	5.1	6.3
51	1901	1931	2,500.00	6,400.00	3.6	4.5
52	1889	1916	2,800.00	8,000.00*	3.4	4.0

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53	1886	1918	\$2,400.00	\$8,000.00*	4.5	5.3
54	1883	1921	4,500.00	8,000.00*	5.9	6.6
55	1898	1936	8,000.00	8,000.00*	4.6	5.6
56	1894	1931	8,000.00	8,000.00*	4.4	5.3
57	1885	1914	2,000.00	7,300.00	4.1	4.9
58	1880	1923	5,000.00	6,500.00*	5.2	6.8
59	1883	1926	7,500.00	8,000.00*	5.9	7.3
60	1888	1919	3,500.00	6,000.00*	3.9	4.9
61	1891	1919	1,600.00	4,000.00*	4.0	5.5
62	1881	1921	3,600.00	5,300.00	6.3	8.0
63	1879	1919	3,000.00	6,000.00	6.2	7.7
64	1894	1921	2,700.00	3,250.00*	2.2	3.7
65	1895	1925	2,800.00	4,000.00*	3.7	5.1
66	1904	1930	3,000.00	3,600.00	3.1	4.4
67	1900	1929	2,500.00	3,600.00	3.6	5.1
68	1896	1927	1,800.00	3,600.00*	3.9	5.6
69	1886	1921	3,000.00	4,500.00*	4.9	6.4
70	1888	1923	2,700.00	4,000.00*	4.44	6.1
71	1894	1930	2,000.00	2,700.00	5.0	7.7
72	1900	1927	2,200.00	3,000.00	3.4	5.1
73	1895	1920	1,800.00	4,500.00	3.8	4.9
74	1895	1925	2,700.00	5,500.00	3.4	4.3
75	1898	1926	1,900.00	3,000.00	3.7	5.6
76	1898	1926	2,000.00	2,900.00	3.6	5.5
77	1884	1919	1,800.00	4,000.00	5.2	7.0
78	1884	1923	3,500.00	4,250.00	3.8	5.7
79	1871	1915	1,800.00	5,000.00*	8.6	10.9
80	1878	1923	880.00	1,400.00	7.6	11.7
81	1877	1928	1,020.00	1,250.00	6.8	10.5
82	1879	1920	1,600.00	2,700.00	4.6	9.1
83	1900	1926	1,140.00	2,100.00	2.2	3.9
84	1898	1927	1,300.00	2,400.00	2.4	4.4
85	1880	1925	1,200.00	2,400.00	4.9	9.3
86	1888	1933	2,548.00	3,200.00	6.8	10.6
87	1904	1933	1,222.00	1,425.00	3.5	5.2
88	1885	1917	720.00	2,850.00	3.3	6.1
89	1879	1931	960.00	1,200.00	4.4	8.2
90	1879	1916	1,080.00	2,000.00*	5.7	8.8
91	1879	1915	1,200.00	2,400.00*	5.4	8.3
92	1877	1926	810.00	1,200.00	6.7	10.4
93	1876	1915	660.00	1,600.00	6.4	9.8
94	1871	1914	720.00	1,700.00*	7.9	12.3
95	1872	1919	1,800.00	3,120.00*	7.5	11.4
96	1900	1921	1,200.00	4,000.00	3.3	4.4
97	1905	1928	1,500.00	6,000.00	3.0	3.7
98	1889	1931	3,500.00	3,500.00	5.8	9.2
99	1886	1920	900.00	1,500.00	2.9	5.2
100	1900	1932	3,600.00	3,600.00	3.7	5.9
101	1880	1920	1,260.00	2,100.00*	3.7	7.0
102	1907	1930	1,475.00	1,600.00	1.9	3.3
103	1888	1919	900.00	2,000.00	2.8	5.1
104	1877	1922	1,020.00	1,400.00	4.6	8.7

DATA CONCERNING TYPICAL CASES UNDER PROPOSED RETIREMENT FUND NORMAL SCHOOLS

Reference Number	Date of Birth	Date Entering Service	Beginning Salary	Salary September 1, 1938, or Highest Salary	Employees Deposit Required (Per Cent of Highest Salary)	State Deposit Required †
1	1882	1913	\$1,995.00	\$5,231.00	4.4%	5.5%
2	1877	1914	1,200.00	3,800.00	5.9	8.3
3	1899	1927	1,800.00	3,000.00	2.3	4.1
4	1894	1926	3,433.00	3,660.00	4.0	5.6
5	1885	1924	4,135.00	5,667.00*	5.3	6.8
6	1891	1933	3,870.00	5,340.00	6.1	8.0
7	1887	1917	1,800.00	4,680.00	5.0	6.3
8	1874	1911	1,500.00	3,900.00	10.7	14.0
9	1897	1931	2,400.00	2,880.00	4.5	6.8
10	1898	1927	3,833.00	4,500.00	3.5	4.6
11	1900	1929	2,400.00	2,835.00	3.5	5.2
12	1872	1913	2,500.00	3,600.00	6.6	9.4
13	1895	1934	2,700.00	3,600.00	5.5	7.9

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14	1902	1939	\$3,000.00	\$3,100.00	2.2	3.8
15	1898	1919	1,600.00	3,866.00	2.9	4.0
16	1906	1935	2,500.00	2,835.00	3.6	5.4
17	1905	1929	3,000.00	3,300.00	3.0	4.3
18	1906	1927	765.00	2,880.00	3.0	4.5
19	1882	1912	1,750.00	4,625.00	4.9	6.2
20	1874	1916	1,995.00	5,160.00*	8.8	10.7
21	1889	1931	3,200.00	3,333.00	6.3	9.3
22	1895	1928	2,800.00	3,178.00	2.8	4.8
23	1898	1934	3,600.00	4,005.00	4.5	6.2
24	1893	1929	3,000.00	3,600.00	3.3	5.4

* Salary September 1, 1938, less than stated salary. † Exclusive of full credit for service prior to date of establishment of system to be provided by the State.

ILLUSTRATIVE CASE OF INDIVIDUAL ENTERING SERVICE AT AGE 24 AT A SALARY OF \$2,400 AND RECEIVING IN- CREASES AS BELOW SHOWING AMOUNT OF DEPOSITS BY INDIVIDUAL AND STATE WITH PERCENTAGES AT THE VARIOUS SALARY LEVELS

Age	Salary	Deposits		Total
		Deductions from Salary	Paid by State	
24	\$2,400.00	\$ 59.52	\$ 94.32	\$153.84
27	300.00	8.43	13.38	21.81
Total		67.95	107.70	175.65
Per cent		2.52	3.99	6.51
30	300	9.57	15.21	24.78
Total	3,000.00	77.52	122.91	200.43
Per cent		2.58	4.10	6.68
35	500.00	17.55	17.55	35.10
Total	3,500.00	95.07	140.46	235.53
Per cent		2.72	4.01	6.73
40	500.00	22.52	22.53	45.05
Total	4,000.00	117.59	162.99	280.58
Per cent		2.94	4.07	7.01
45	1,000.00	59.60	59.60	119.20
Total	\$5,000.00	\$177.19	\$222.59	\$399.78
Per cent		3.54	4.45	7.99

ILLUSTRATIVE CASE OF INDIVIDUAL ENTERING SERVICE AT AGE 40 AT A SALARY OF \$4,000 AND RECEIVING IN- CREASES AS BELOW SHOWING AMOUNT OF DEPOSITS BY INDIVIDUAL AND STATE WITH PERCENTAGES AT THE VARIOUS SALARY LEVELS

Age	Salary	Deposits		Total
		Deductions from Salary	Paid by State	
40	\$4,000.00	\$199.50	\$290.20	\$489.70
44	500.00	28.05	28.10	56.15
Total	4,500.00	277.55	318.30	545.85
Per cent		5.06	7.07	12.13
48	500.00	35.95	36.00	71.95
Total	5,000.00	263.50	354.30	617.80
Per cent		5.27	7.09	12.36
52	500.00	47.95	47.95	95.90
Total	5,500.00	311.45	402.25	713.70
Per cent		5.66	7.31	12.97

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56	Increase	1,000.00	136.20	136.30	272.50
	Total	6,500.00	447.65	538.55	986.20
	Per cent		6.89	8.28	15.17
60	Increase	500.00	108.70	108.70	217.40
	Total	7,000.00	556.35	647.25	1,203.60
	Per cent		7.95	9.25	17.20
62	Increase	1,000.00	298.90	298.90	597.80
	Total	\$8,000.00	\$855.25	\$946.15	\$1,801.40
	Per cent		10.69	11.83	22.52

ILLUSTRATIVE CASE OF INDIVIDUAL ENTERING SERVICE AT AGE 50 AT A SALARY OF \$4,500 AND RECEIVING INCREASES AS BELOW SHOWING AMOUNT OF DEPOSITS BY INDIVIDUAL AND STATE WITH PERCENTAGES AT THE VARIOUS SALARY LEVELS

Age	Salary	Deductions from Salary	Deposits Paid by State	Total
50	\$4,500.00	\$261.40	\$367.70	\$629.10
54	Increase	56.57	56.58	113.15
	Total	317.97	424.28	742.25
	Per cent	6.36	8.49	14.85
58	Increase	84.32	84.33	168.65
	Total	\$402.29	\$508.61	\$910.90
	Per cent	7.31	9.25	16.56

This individual would not attain a retiring allowance equal to one-half of maximum salary since he entered service at an age older than 43.

PERCENTAGES APPLICABLE TO SALARIES OF INDIVIDUALS ENTERING SERVICE AT CERTAIN AGES, ALSO APPLICABLE TO INCREASES IN SALARY AT CERTAIN AGES

(Percentages represent deposits necessary for all purposes. Also represent total deposits both by employee and state.)

Age	Employee's Annuity * (1)	Wife's Annuity (2)	Total
21	3.85%	1.84%	5.69%
22	4.01	1.92	5.93
23	4.17	1.99	6.16
24	4.34	2.07	6.41
25	4.52	2.16	6.68
26	4.71	2.25	6.96
27	4.92	2.35	7.27
28	5.13	2.45	7.58
29	5.35	2.56	7.91
30	5.59	2.67	8.26
31	5.84	2.79	8.63
32	6.11	2.92	9.03
33	6.40	3.06	9.46
34	6.70	3.20	9.90
35	7.02	3.36	10.38
36	7.37	3.52	10.89
37	7.73	3.69	11.42
38	8.13	3.89	12.02
39	8.55	4.09	12.64
40	9.01	4.31	13.32
41	9.50	4.54	14.04
42	10.03	4.79	14.82
43 (3)	10.60	5.07	15.67

* Includes administration and disability.

- (1) 1/3 paid by individual and 2/3 by State on salaries of \$3,000.00 or less; 1/2 paid by individual and 1/2 by State on portion of salary in excess of \$3,000.00.
- (2) 1/2 paid by individual and 1/2 by State on salaries of \$3,000.00 or less. Does not apply to portion of salary over \$3,000.00
- (3) Deposits for individuals entering service after age 43 are calculated on the basis of percentages for age 43.

PROCEEDINGS

As already stated, there are four classes of benefits, not including refunds, provided in the proposed Bill, namely:

Annuities for Employees
Annuities for Widows of Employees
Annuities for Unmarried Children under 18 years of
age of Deceased Employees
Disability Benefits

In this Bill all such benefits are kept separate. For instance, accumulated sums are to be provided for annuities for employees, and accumulated sums distinct from those to provide annuities for employees are provided to provide annuities for widows of employees.

Such accumulated sums are known in the Bill as accumulated sums for annuity purposes.

The benefits to be provided for unmarried children of deceased employees are to be provided entirely by contributions from the State.

Disability benefits are separate and distinct from annuity benefits and are in the nature of health and accident insurance. To provide such benefits the State and the employees contribute, but the sums contributed are not allocated to any employee but are paid into a general fund to be known as the disability fund, from which fund disability benefits will be paid.

ANNUITIES FOR EMPLOYEES

To provide annuities for employees, initial deposits and increases in deposits are credited to the employee in such amounts as will provide an annuity on the actuarial basis described in Section 18, of an amount equal to 50% of the salary not in excess of \$8,000.00 of an employee who enters the service on or before attainment of age 43, not counting increases in salary after attainment of age 65.

In the proposed Bill all deposits made because of service rendered prior to September 1, 1939, would be paid by current contributions from the State. Beginning on September 1, 1939, the State and the employees would contribute towards the deposits required in the ratio stated in Section 15 of the Bill.

WIDOWS' ANNUITIES

Annuities are provided for widows of employees on the same plan as that used to provide annuities for employees with the following exceptions:

1. No amount of salary of an employee in excess of \$3,000.00 will be used to provide annuity for a widow. This provision limits widows to annuities of one-half of the salary of the employee, but in no case can a widow receive more than \$1,500.00 a year.

2. Employees and the State do not pay for widows' annuities in the same ratio stated in Section 15. They pay in the ratio stated in Section 17, which is that each pay equal amounts.

The deposits credited to an employee are improved by interest at the rate of 3% per annum and the amount to the credit of the employee on any particular date is known as "the accumulated sum" on such date.

Throughout the Bill you will find that accumulated sum is always followed by a statement specifying the purpose of extent in which this sum is to be used. For instance, you will find accumulated sum for annuity purposes for the employee; or accumulated sum for annuity purposes for the widow of an employee; or accumulated sum arising from deductions from salary, or accumulated sum arising from contributions by the State.

This explanation of accumulated sum will enable you to read the Bill with less effort than you would have if this term was not explained.

An annuity is fixed as provided in Section 45. By "fixed" I mean that no annuity in excess of that which can be provided from the accumulated sum on a specified date can be used to provide annuity unless the employee should re-enter the service before the anniversary of the date of his original entrance following his attainment of age 68.

When an annuity is fixed for an employee it is fixed at the same time for a wife of an employee.

PROVISIONS REGARDING ANNUITIES

When an employee is in service on the anniversary of his date of original entrance into the service following his attainment of an age of 68 years, his annuity is fixed and that for his wife is fixed. His annuity will be that which can be provided from the accumulated sum to provide annuity for himself on that date and his wife's annuity will be that which can be provided from the accumulated sum to his credit on that date for widow's annuity purposes. Her annuity is fixed on that date, but she cannot enter upon it until the death of her husband.

This provision, you will notice, does not prevent the University from keeping an employee in the service after the anniversary date. The Bill simply provides that service rendered after such anniversary date will not operate to increase an annuity, either for himself or his wife, and he makes no contributions after such date.

As the bulk of your employees come in on September 1st and go out on August 31st, this arrangement will fit the service for such employees perfectly. You will, however, have people coming in and going out at all times, and there is no hard and fast rule that could be applied to them. They would merely be in service or out of the service as the governing body directed but would not have completed an exact number years of service. This, however, would present no difficulty in the set-up.

There are also provisions in this Bill whereby employees can leave the service before such anniversary date and be eligible for annuity and their wives also be eligible for annuity. Section 20 takes care of those employees who have served to the anniversary date following attainment of age 68 and their widows.

If an employee resigns or is discharged from the service after attainment of age 60 and before he served to the anniversary date, an annuity will be provided for him and for his wife of the amount that can be provided from the accumulated sum to his credit on the date of his resignation or discharge from the service. See Section 21. An annuity in this case is granted without reference to the number of years of his service.

If an employee resigns or is discharged from the service after attainment of age 55 and before attainment of age 60, neither he nor his wife will be entitled to an annuity unless he has served for a period of at least 15 years. If he has served for such period, he and his wife are entitled to annuities under the provisions stated in Section 22.

Section 23 refers to employees who resign or are discharged from the service after 15 years of service but before attainment of age 55. The provisions are almost identical with those of Section 22.

Section 24 provides for annuities for widows whose husbands die while in the service before the anniversary date following attainment of age 68.

You will observe that this section contains a different provision from those in the other sections. In the other sections the employee must be in the service on August 31st in order to get annuity, so that he cannot begin his annuity, if this Bill should become law, before September 1st.

This section is so arranged that if the employee dies while in the service after the Act comes into effect and before September 1st, the widow will be provided with an annuity. Under the wording of this section, of course, the widows of these employees who die while in the service are taken care of after September 1st.

Section 26 contains the only provisions in the Bill that will permit an employee to enter upon annuity before attainment of age 55. This section provides that if an employee was disabled for the maximum period of time for which disability benefits are granted, he may resign from the service to enter upon annuity immediately, even although he may be under age 55.

Sections 27, 28 and 29 refer to refunds. As they are the least important provisions of the Bill, I shall not attempt to enter into detail regarding these provisions. It is enough to say that the plan is a savings plan for employees in that if the accumulated sum arising from deductions from salary of an employee have not been paid in the form of annuity to the employee and to a widow, the balance becomes part of his estate to be payable as the Bill provides.

Section 33 provides for child's annuity and is entirely self-explanatory.

Section 34 provides for disability benefits. It is self-explanatory, but criticisms as to the amounts to be paid in benefits and the periods for which benefits are to be paid will be appreciated.

**REPORT OF THE
WESTERN ILLINOIS STATE TEACHERS COLLEGE
•MACOMB**

May 26, 1939

I. STUDENTS

1. Attendance for the Winter Quarter, 1938-1939.

a. College	Men and Boys	Women and Girls	Total	Total One Year Ago
Post Graduates	6	9	15	5
Seniors	60	52	112	116
Juniors	59	69	128	92
Sophomores	90	163	253	241
Freshmen	185	213	398	307
Total	400	506	906	761
b. High School	127	115	242	223
c. Elementary School	210	201	411	377
Grand Total	737	822	1,559	1,361

From the above table, it is observed that the enrollment for the Winter Quarter this year is more than 19% greater than it was one year ago. Already the enrollment for the Spring Quarter this year is 150 greater than it was for the Spring Quarter last year, or more than 20%, and several enrollments are expected to yet take place.

2. The college has been making a rather strenuous attempt to improve the general scholarship of the student body, and has therefore initiated rather a rigid policy of dropping those who do not carry the work satisfactorily. This resulted in 12 students being dropped at the end of the Fall Quarter, and 7 students being dropped at the end of the Winter Quarter. In addition, 7 students were put on probation at the end of the Fall Quarter, and 8 additional were put on probation at the end of the Winter Quarter. A few who are thus allowed to remain in college under special conditions make good, but the larger number fail to respond, and are later dropped from the college either for a period, or permanently.

In addition, the lower 10 per cent of the freshman class, on basis of the tests given during Freshman Week, are put under the supervision of a special committee at the beginning of the Fall Quarter. This committee makes a careful study of each one of the group, including his high school record, his activities in the college, and the special weaknesses shown by his tests, and a trial program is planned for him. At the end of six weeks, careful reports are made on the success of each one of these students in the classes to which he has been assigned, further conferences are held with him, and he is again advised as to the best procedure under which he may succeed, if possible. At the end of the quarter, those who have not carried

PROCEEDINGS

their work, or who show little possibility of doing so, are either put on probation, or dropped from the college. As a matter of fact, any student who fails to meet the scholarship standards for any quarter becomes a subject for careful consideration by the Scholarship Committee, followed by a recommendation as to whether he shall be dropped, or given another chance to carry his work under the special supervision of the Dean.

3. Herewith is submitted a list of the students who have attended the college during the current year on scholarships, with the amount which is to be transferred to the Revolving Fund prior to July 1.

Name and High School	Quarters
Adair, Dorothy, Bowen Community	3
Alstedt, Dorothy, Alexis Community	3
Anderson, Alethea, Moline Senior	3
Anderson, Eileen, Coal Valley Community	3
Apt, Carroll S., Oquawka Township	2
Aten, Virginia, Bowen Community	3
Austin, Lola, Township, East Moline	3
Babcock, John, Brimfield Township	3
Baker, Marshall, Chandlerville Community	3
Black, Ruth, Western Academy, Macomb	3
Blaine, Mary Alice, Viola Community	3
Blair, Robert, Milton Community	2
Boyd, Barney, Barry	3
Bratz, Dorothy, La Harpe	3
Bunfill, Lorraine, Rushville	3
Bunnell, Bettie, Augusta Community	3
Burkhalter, Barbara, Galesburg	3
Butler, Ramona, Aledo	3
Butterfield, Robert, Table Grove Community	3
Colton, Winifred J., Galesburg	3
Cooper, George, Carthage	3
Corbin, Howard, Easton Community	1
Creasey, Mickey, Chatham Community	1
Crette, Cora L., Hamilton	1
Davis, Geraldine, Rushville	3
Diefendorf, Lewis, Yates City Township	3
Eggeson, Betty, Quincy	3
Egolf, Annalie, Nauvoo Township	3
Elliott, Eileen, Hersman	3
Emans, Barbara, Canton	3
Engle, Clarice, Canton	1
Evans, Lois, Wethersfield Township, Kewanee	3
Feldman, Pauline, Reynolds Community	3
Flick, Elsie, Moline	3
Forest, Ellen, Augusta Community	3
Games, Darlyne, Good Hope Community	2
Gibson, Jean, Sherrard Community	3
Gilliland, Margaret, Aledo	3
Glas, Martha J., Galva Community	3
Goldenstein, Esther, La Prairie Community	3
Griffin, Josephine, United Township	3
Grigsby, William, Western Academy, Macomb	3
Griswold, Dorothy L., Colchester Community	2
Hamman, Eugene, London Mills Community	3
Harn, Elizabeth, Cuba Community	3
Harris, Roberta, Table Grove Community	1 1/2
Harris, Virginia, Pittsfield Community	3
Harvey, Erla, Dallas City	3
Harvey, Helen, Quincy	1 1/2
Hawkins, Catherine, Carthage	3
Heideman, Mary P., Macomb High School	3
Henerhoff, Geneva, Warsaw	1 1/2
Hickerson, Edna, Rushville	3
Hill, Robert, Alexis Community	3
Hillman, Aileen Leah, New Salem Community	3
Hoelt, Helen, Geneseo Township	3
Hoener, Virginia, Quincy	1 1/2
Holloway, Freida, Malden Community	3
Hoyt, Lois, Colchester Community	3
Hultgren, Doris, Cambridge	3

TEACHERS COLLEGE BOARD

Name and High School	Quarters
Hultgren, Frances, Cambridge	3
Hutchinson, Evelyn, Wethersfield Township, Kewanee	3
Hysler, Marie Doris, Feitshans, Springfield	3
James, Lester, LaFayette Township	3
Jennings, Glenna, Pleasant Hill Community	1
Kuapp, Lucile, Blandinsville	3
Lamb, Edna, Quincy	3
Landwehr, Elaine, Quincy	3
Layel, Liberty, White Hall	3
Lewis, William, Augusta Community	3
Lindquist, James, Orion Community	3
Little, Marjorie, Bluffs Community	3
Livingston, Frank, Monmouth	1
Lorell, Edward, Ipava Community	1 1/2
Luman, Evelyn, London Mills Community	3
Luman, Josephine, London Mills Community	3
Manker, Ellen, Camp Point Community	3
Maxwell, Raymond, Yates City Township	3
Maynard, William E., Bowen Community	3
McDonald, Dorothy J., Bardolph Community	3
McKay, Annabelle, Joy Consolidated	3
McKelvey, Helen, Biggsville Township	3
McKie, Dorothy, Victoria Community	3
McKinty, Raymond, Elmwood Community	3
Melvin, Betty, Terre Haute Township, Lomax	3
Millard, Betsey, Beardstown	2 1/2
Miller, Gertrude, Macomb High School	2
Miller, Lora, Mt. Sterling	3
Minecmoyer, John, Monroe Center Consolidated	3
Mizner, Velma, Galesburg	3
Minteer, Orville, Reynolds Community	3
Moore, Geraldine, Beardstown	3
Morris, Byrene, Yates City Township	3
Muder, Irene, Camp Point Community	3
Mueller, Doris, Reynolds Community	3
Nagel, Dorothy, Bushnell	1 1/2
Nebergall, Vernon, Cuba Community	2 1/2
Nelson, Mary J., Kirkwood Township	1
Nutt, Charlotte, Mendon Township	3
Payne, Esther, Freeport	3
Peck, Doris Helen, Nebo	3
Peterson, Elizabeth, Avon Community	3
Peterson, Lillian, Stronghurst Community	3
Porter, Virginia, Kirkwood Township	2
Price, Dorothy, Industry Township	3
Rausch, Madelyn, Sheridan	1
Reddig, Betty, Rock Island	3
Reedy, Earl, Western Academy, Macomb	2
Robinson, Louise, Joy Consolidated	3
Rohrer, Melba, Fairview Community	3
Rost, Luan, Macomb High School	3
Sallows, Alta, Port Byron Community	3
Sams, Betty J., Feitshans, Springfield	3
Samuelson, Ione, Orion Community	3
Sargent, Carolyn, Griggsville Community	3
Sash, Karl, Versailles	3
Saylor, Jerome, Kilbourne Township	1
Schlagenhauf, Anne, Quincy	3
Schone, Arlene, La Prairie Community	3
Schroeder, Marvin, Bluffs Community	3
Scott, Frances, Seymour Community, Payson	3
Scudder, Geneva, Maquon Community	3
Seymour, Marilyn, Franklin Community	3
Shelton, Ruth, Pleasant Hill Community	3
Sill, Maralee, Lewistown	3
Sloan, Mable J., Biggsville Township	3
Smith, Katherine, Plymouth	3
Sperry, Virginia, Bushnell	3
Suggs, Eunice, Quincy	3
Sullivan, Barbara, Adair Community	3
Sutton, June, Nebo	1 1/2
Swagert, Sara L., Galesburg	3
Swanson, Doris, Moline	3
Swanson, Nita, Cambridge	3
Test, Emil, Good Hope Community	3
Turnbaugh, Roy, Higbee, Pittsfield	3
Turnbeaugh, Kenneth, Nebo	1
Turnbeaugh, Whitney, Nebo	1
Vail, Donald, Plymouth	3
Van Hook, Henrietta, Elvaston Community	3
Van Ormer, George, Winchester Community	3

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Name and High School	Quarters
Van Steinbergh, Evelyn, Stronghurst Community.....	3
Van Winkle, Beulah, Franklin Community	3
Van Winkle, Marjorie, Franklin Community	3
Van Winkle, Martha, Ellisville Community	3
Volkmar, Esther, Beardstown	3
Wachter, Virginia, Quincy	3
Walters, Betty L., Ipava Community.....	3
Walters, Hazel, Maquon Community	3
Wenstrom, Avis, Sparta Township.....	3
Wheeler, Virginia, Industry Township.....	3
Whitlow, Ruana, Kilbourne Township.....	3
Wilkins, Betty M., Bushnell.....	3
Williams, Peggy, Cordova Community.....	3
Wycoff, Josephine, Galesburg	3
Wycoff, Maxine L., Oquawka Township.....	2
Yeager, Clarence, Roseville Township.....	1
Yolton, Halcyon, Port Byron Community.....	3
Youngstrom, Gladys, Victoria Consolidated.....	3
	<hr/> 427 1/2

427 1/2 quarters times \$10.00 equals \$4,275.00.

II. THE FACULTY

1. Miss Mary Bennett, who has been a regular member of the staff for several years, and who has been working on her doctor's degree, and who has requested short leaves at various times in order to complete it, now asks for a leave of absence for the remainder of this college year, beginning with the opening of the Spring Quarter, to complete her thesis, and do all of the additional work necessary to receive her doctor's degree this summer.
2. In anticipation of Miss Bennett's request for a leave, and its approval, a number of candidates for her position were interviewed, and Mr. Clare Bennett, who is a graduate of the State Teachers College at Kalamazoo, Michigan, and holds his Master's degree from the University of Michigan, and who has done considerable additional work towards his doctor's degree, is recommended to fill the vacancy, at a salary of \$630.00 for the three months of the Spring Quarter, since he has had considerable experience in the exact type of work which our Biology Department has for a number of years assigned to Miss Bennett.
3. Of the several members who were added to the faculty at the beginning of this college year, some are proving unusually efficient, while none are failing to meet our expectations. All are fitting into the places assigned them in a thoroughly professional manner.
4. Mr. Lewis Toll, who is a member of the Department of Commercial Education, has been offered a scholarship at New York University for the coming year, and he is anxious, therefore, to have a leave of absence for that period in order that he may continue his work towards his doctor's degree. Mr. Toll has been a very excellent member of the faculty, and is entitled to favorable action on his request. No recommendation is ready with respect to his successor.
5. Miss Marie Porter, who has been supervisor and critic for the second grade in our training school for the past ten years, has

tendered her resignation to take effect at the end of the college year. Miss Porter is to be married. No recommendation is included for her successor in the faculty list submitted for next year.

6. Mr. G. W. Gayler, who has been Director of Extension since 1923, has reached the age of retirement, and is entitled to an emeritus salary, which is included in the faculty list submitted later in this report. His new status is submitted for your approval.
7. The following faculty members are recommended for the First Summer Term of six weeks, with salaries indicated. It is understood, of course, that these appointments are dependent upon the appropriations for the next biennium being forthcoming for payment of salaries for the last three weeks of this term. All are to be paid from Salaries and Wages. Salaries for the first three weeks will, of course, be paid from funds for the present biennium.

Name, Classification and Department	Salary, 6 Weeks
Archer, J. L., Associate Professor, Education.....	\$ 487.50
Ayre, H. G., Unclassified, Mathematics.....	375.00
Bailey, D. L., Associate Professor, Education.....	532.50
Bain, Georgia, Unclassified, Training School (one-half time).....	112.50
Beighey, Clyde, Associate Professor, Commercial Education.....	532.50
Bennett, C. W., Assistant Professor, Chemistry.....	390.00
Bodine, Marcy G., Unclassified, History.....	360.00
Bonham, Tressie, Assistant Professor, Home Economics.....	390.00
Brophy, Kathleen, Instructor, Health and Physical Education.....	315.00
Burke, Marjorie, Unclassified, Training School.....	337.50
Carson, Ruth, Associate Professor, Foreign Language.....	487.50
Carter, J. H., Instructor, Chemistry.....	352.50
Chidester, Elizabeth, Unclassified, Training School.....	200.00
Colby, Eva, Associate Professor, Home Economics.....	457.50
Cooper, Bessie, Assistant Professor, Training School.....	450.00
Crabb, Edith, College Nurse, Health and Physical Education.....	210.00
Crilly, Karl, Assistant Professor, Music.....	390.00
Currens, F. H., Professor, Dean of Faculty.....	697.50
Downs, Moneta, Unclassified, Training School (one-half time).....	112.50
Duncan, Myrtle, Assistant Professor, Training School.....	390.00
Eller, W. H., Associate Professor, Physics.....	472.50
Evans, Cecile, Assistant Professor, Library.....	390.00
Garner, C. W., Unclassified, Health and Physical Education.....	300.00
Garwood, Irving, Professor, English.....	615.00
Gayler, G. W., Assistant Professor, Education.....	532.50
Gilbreth, H. B., Unclassified, Commercial Education.....	375.00
Ginnings, R. M., Professor, Mathematics.....	645.00
Hanson, Ray, Assistant Professor, Health and Physical Education.....	487.50
Hesh, Claude, Instructor, Geography.....	375.00
Hoover, Isabel, Assistant Professor, English.....	390.00
Horrabin, Waldo, Instructor, Chemistry and Physics.....	360.00
Jackson, Fanny R., Assistant Professor, Library.....	420.00
Julstrom, Clifford, Instructor, Music.....	337.50
Lashbrook, Orrin, Unclassified, Training School.....	200.00
Linder, R. G., Associate Professor, Education.....	457.50
McAllister, W. A., Assistant Professor, History.....	420.00
Miller, Maxine, Unclassified, Training School.....	200.00
Miller, Rayman, Instructor, Industrial Art.....	375.00
Miner, Sarah, Instructor, Home Economics.....	255.00
Mitchell, Beulah, Assistant Professor, Training School.....	390.00
Nelson, Carl, Instructor, Music.....	367.50
Oathout, C. H., Associate Professor, Agriculture.....	532.50
O'Dell, DeForest, Unclassified, English.....	412.50
Pearce, Clifford, Unclassified, Education.....	352.50
Pease, Kent, Unclassified, English.....	375.00
Pence, Helen M., Assistant Professor, Training School.....	390.00
Porter, Marie, Assistant Professor, Training School.....	390.00
Potter, Olive E., Assistant Professor, Health and Physical Education.....	390.00
Pottle, Theodora, Assistant Professor, Art.....	442.50
Ray, Ethel, Assistant Professor, Education.....	390.00
Reynolds, Juna, Instructor, English.....	330.00

PROCEEDINGS

Name, Classification and Department	Salary, 6 Weeks
Roark, Elizabeth, Unclassified, Training School.....	\$ 200.00
Roberts, Alvin B., Unclassified, Visual Education.....	360.00
Robinson, Lauretta, Instructor, Training School.....	330.00
Sallee, Roy M., Assistant Professor, Biology.....	390.00
Schannenck, Margaret, Assistant Professor, Training School.....	390.00
Schleier, Louis, Associate Professor, Education and Research.....	502.50
Schory, H. F., Assistant Professor, English.....	457.50
Schreiber, E. W., Associate Professor, Mathematics.....	472.50
Schuppert, W. L., Professor, History.....	645.00
Scott, Elna, Assistant Professor, Training School.....	390.00
Seal, H. C., Associate Professor, History.....	457.50
Sharp, D. Louise, Unclassified, Dean of Women.....	352.50
Sharp, Dora, Assistant Professor, Health and Physical Education.....	442.50
Simpkins, R. R., Professor, Education and Director.....	675.00
Sirola, Olga, Unclassified, Health and Physical Education.....	315.00
Sollars, Velna, Instructor, Assistant Registrar.....	270.00
Sproull, Grace, Unclassified, French.....	360.00
Strome, Alberta, Instructor, Art.....	375.00
Stubblefield, H. I., Professor, Health and Physical Education.....	555.00
Sturm, Kathryn, Unclassified, Biology.....	315.00
Sullivan, J. L., Unclassified, Agriculture.....	375.00
Terrill, Jeanette, Instructor, Training School.....	337.50
Thisted, M. N., Assistant Professor, Dean of Men.....	457.50
Thompson, Katharine, Assistant Professor, Training School.....	450.00
Tillman, A. G., Professor, Geography.....	547.50
Toll, Lewis R., Unclassified, Commercial Education.....	330.00
Vawter, Gladys, Assistant Professor, English.....	390.00
Voss, Hertha, Instructor, Registrar.....	360.00
Waggoner, H. D., Professor, Biology.....	645.00
Wardell, Margaret, Unclassified, Library.....	300.00
Watters, Hilda, Instructor, History.....	375.00
Welker, John, Unclassified, English.....	360.00
Wetzel, Wayne, Associate Professor, Industrial Art.....	532.50
Wild, Theresa, Assistant Professor, Music.....	442.50
Student Help and Labor.....	400.00
Student Library Help.....	600.00
Emergency Teachers.....	400.00
Lectures.....	300.00
Total.....	\$35,807.50

8. Below is a list of faculty members for the Second Summer Term of 6 weeks. As you will observe, it is about one-third of the faculty of the First Summer Term in number. The salaries are indicated, but of course are dependent upon the appropriations for the second biennium.

Name, Classification and Department	Salary 6 Weeks
Ayre, H. G., Unclassified, Mathematics.....	\$ 375.00
Bailey, D. L., Associate Professor, Education (one-third time).....	177.50
Barclay, Ralph, Instructor, Health and Physical Education.....	360.00
Barclay, Ralph, Unclassified, Commercial Education.....	350.00
Bennett, C. W., Assistant Professor, Chemistry.....	390.00
Bodine, Marcy G., Unclassified, History.....	360.00
Bonham, Tressie, Assistant Professor, Home Economics.....	390.00
Brophy, Kathleen, Instructor, Health and Physical Education.....	315.00
Cooper, Bessie, Assistant Professor, Education.....	450.00
Currens, F. H., Professor, Dean of Faculty (one-half time).....	348.75
Gilbreth, H. B., Unclassified, Commercial Education.....	375.00
Hanson, Ray, Assistant Professor, Health and Physical Ed. (one-third time) ..	162.50
Hoover, Isabel, Assistant Professor, English.....	390.00
Jackson, Fanny R., Assistant Professor, Library.....	420.00
Kraft, Elwood, Unclassified, Music.....	300.00
Linder, R. G., Associate Professor, Education.....	457.50
McAllister, W. A., Assistant Professor, History.....	420.00
Miller, Rayman, Instructor, Industrial Arts (one-third time).....	125.00
Morrow, R. M., Unclassified, Physics.....	350.00
Oathout, C. H., Associate Professor, Agriculture.....	532.50
Oathout, C. H., Unclassified, Art.....	350.00
Reynolds, Juna, Instructor, English.....	330.00
Sallee, Roy M., Assistant Professor, Biology.....	390.00
Schleier, Louis M., Associate Professor, Education.....	502.50
Sharp, D. Louise, Unclassified, Dean of Women (one-third time).....	117.50
Simpkins, R. R., Professor, Education and Director (one-half time).....	337.50

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Name, Classification and Department	Salary 6 Weeks
Sirola, Olga, Unclassified, Health and Physical Education.....	\$315.00
Sollars, Velma, Instructor, Assistant Registrar (one-half time).....	135.00
Sturm, Kathryn, Unclassified, Biology	315.00
....., Unclassified, Chemistry and Physics.....	350.00
Thisted, M. N., Assistant Professor, Dean of Men (one-third time).....	152.50
....., Unclassified, Geography	350.00
Vawter, Gladys, Assistant Professor, English	390.00
Voss, Hertha, Instructor, Registrar (one-half time).....	180.00
Welker, John, Unclassified, English	360.00
Wetzel, Wayne, Associate Professor, Industrial Art.....	532.50
Student Library Help	500.00
Student Help and Labor	500.00
Total	\$13,156.25

9. The following is a list of faculty members recommended for the regular college year 1939-40, with classifications, departments, and salaries listed. These of course are all conditioned upon the approval of the appropriations which have been requested from the State Legislature. These salaries are to be paid from Salaries and Wages.

Name, Classification and Department	Salary 36 Weeks	Monthly Salary
Archer, J. L., Associate Professor, Extension.....	\$ 3,195.00	\$ 355.00
Ayre, H. G., Unclassified, Mathematics.....	2,250.00	250.00
Bailey, D. L., Associate Professor, Education.....	3,195.00	355.00
, Unclassified, Training Teacher (one-half time)	675.00	75.00
Barclay, Ralph, Instructor, Health and Physical Education...	2,160.00	240.00
Beighey, Clyde, Associate Professor, Commercial Education.....	3,195.00	355.00
Bennett, C. W., Assistant Professor, Chemistry.....	2,340.00	260.00
Bennett, Mary, Assistant Professor, Biology.....	2,520.00	280.00
Bodine, Marcy G., Unclassified, History.....	2,250.00	250.00
Bonham, Tressie, Assistant Professor, Home Economics.....	2,340.00	260.00
Brophy, Kathleen, Instructor, Health and Physical Education..	1,890.00	210.00
Burke, Marjorie, Unclassified, Training School.....	2,025.00	225.00
Carson, Ruth, Associate Professor, Foreign Language.....	2,925.00	325.00
Carter, J. H., Instructor, Chemistry.....	2,250.00	250.00
Colby, Eva, Associate Professor, Home Economics.....	2,745.00	305.00
Cooper, Bessie, Assistant Professor, Training School.....	2,700.00	300.00
Corbin, Mabel, Emeritus.....	1,170.00	130.00
Crabb, Edith, College Nurse, Health and Physical Education...	1,260.00	140.00
Crilly, Karl, Assistant Professor, Music.....	2,340.00	260.00
Currens, F. H., Dean and Professor, Dean of Faculty.....	1,185.00	145.00
, Unclassified, Training Teacher (one-half time)	675.00	75.00
Duncan, Myrtle, Assistant Professor, Training School.....	2,340.00	260.00
Eller, W. H., Associate Professor, Physics.....	2,835.00	315.00
Evans, Cecile, Assistant Professor, Library.....	2,340.00	260.00
Garner, C. W., Unclassified, Health and Physical Education...	1,980.00	220.00
Garwood, Irving, Professor, English.....	3,690.00	410.00
Gayler, G. W., Emerita.....	1,350.00	150.00
Gilbreth, H. B., Unclassified, Commercial Education.....	2,250.00	250.00
Ginnings, R. M., Professor, Mathematics.....	3,870.00	430.00
Grote, Caroline, Emeritus.....	1,620.00	180.00
Hanson, Ray, Assistant Professor, Health and Physical Ed...	2,925.00	325.00
Hesh, Claude, Instructor, Geography.....	2,250.00	250.00
Hoover, Isabel, Assistant Professor, English.....	2,340.00	260.00
Horra bin, Waldo, Instructor, Chemistry and Physics.....	2,160.00	240.00
Jackson, Fanny R., Assistant Professor, Library.....	2,520.00	280.00
Julstrom, Clifford, Instructor, Music.....	2,025.00	225.00
Linder, R. G., Associate Professor, Extension.....	2,745.00	305.00
, Unclassified, History.....	2,520.00	280.00
Miller, Rayman, Instructor, Industrial Arts.....	2,250.00	250.00
Miner, Sarah, Instructor, Home Economics.....	1,530.00	170.00
Mitchell, Beulah, Assistant Professor, Training School.....	2,340.00	260.00
Nelson, Carl, Instructor, Music.....	2,205.00	245.00
Onthout, C. H., Associate Professor, Agriculture.....	3,195.00	355.00
O'Dell, DeForest, Unclassified, English.....	2,475.00	275.00
Pearce, Clifford, Unclassified, Education.....	2,160.00	240.00
Pease, Kent, Unclassified, English.....	2,415.00	268.33
Pence, Helen, Assistant Professor, Training School.....	2,340.00	260.00
, Unclassified, Training School.....	2,340.00	260.00
Potter, Olive E., Assistant Professor, Health and Physical Ed...	2,340.00	260.00
Pottle, Theodora, Assistant Professor, Art.....	2,655.00	295.00
Ray, Ethel, Assistant Professor, Education.....	2,340.00	260.00
Reynolds, Juna, Instructor, English.....	1,980.00	220.00

PROCEEDINGS

Name, Classification and Department	Salary 36 Weeks	Monthly Salary
Robinson, Lauretta, Instructor, Training School.....	\$ 1,980.00	\$ 220.00
Sallee, Roy M., Assistant Professor, Biology.....	2,340.00	260.00
Schannenk, Margaret, Assistant Professor, Training School....	2,340.00	260.00
Schleier, Louis, Associate Professor, Education and Research....	3,195.00	355.00
Schory, H. F., Assistant Professor, English.....	2,745.00	305.00
Schreiber, E. W., Associate Professor, Mathematics.....	2,835.00	315.00
Schuppert, W. L., Professor, History.....	3,870.00	430.00
Scott, Elua, Assistant Professor, Training School.....	2,340.00	260.00
Seal, H. C., Associate Professor, History.....	2,745.00	305.00
Sharp, D. Louise, Unclassified, Dean of Women.....	2,340.00	260.00
Sharp, Dora, Assistant Professor, Health and Physical Ed....	2,655.00	295.00
Simpkins, R. R., Professor, Education and Dir. Training School....	4,050.00	450.00
Sirola, Olga, Unclassified, Health and Physical Education....	1,935.00	215.00
Sollars, Velna, Instructor, Assistant Registrar.....	1,620.00	180.00
Sproull, Grace, Unclassified, French.....	2,160.00	240.00
Strome, Alberta, Instructor, Art.....	2,250.00	250.00
Stubblefield, H. I., Professor, Health and Physical Education..	3,330.00	370.00
Sullivan, John L., Unclassified, Agriculture.....	2,250.00	250.00
Terrill, Jennette, Instructor, Training School.....	2,025.00	225.00
Thisted, M. N., Associate Professor, Dean of Men.....	2,835.00	315.00
Thompson, Katharine, Assistant Professor, Training School....	2,700.00	300.00
Tillman, A. G., Professor, Geography.....	3,285.00	365.00
, Unclassified, Commercial Education.....	1,980.00	220.00
Van Cleve, E. E., Emerita.....	1,350.00	150.00
Vawter, Gladys, Assistant Professor, English.....	2,340.00	260.00
Voss, Hertha, Instructor, Commercial Education and Registrar..	2,160.00	240.00
Waggoner, H. D., Professor, Biology.....	3,870.00	430.00
Wardell, Margaret, Unclassified, Library.....	1,890.00	210.00
Watters, Hilda, Instructor, History.....	2,250.00	250.00
Welker, John, Unclassified, English.....	2,160.00	240.00
Wetzel, Wayne, Associate Professor, Industrial Arts.....	3,195.00	355.00
Wild, Theresa, Assistant Professor, Music.....	2,655.00	295.00
, Unclassified, Extension.....	2,745.00	305.00
, Unclassified, Library.....	1,890.00	210.00
Burgard, Albert, Rural Teacher (one-fourth time).....	495.00	55.00
Schmitz, Mary, Rural Teacher (one-fourth time).....	315.00	35.00
, Rural Teacher (one-fourth time).....	360.00	40.00
Provine, Eleanor, Village Teacher (one-fourth time).....	360.00	40.00
Good, Russell, Village Teacher (one-fourth time).....	360.00	40.00
Lashbrook, Orrin, Village Teacher (one-fourth time).....	450.00	50.00
Soper, Stanley, Village Teacher (one-fourth time).....	450.00	50.00
Platt, Mabel, Village Teacher (one-fourth time).....	225.00	25.00
High School Supervision.....	1,800.00	200.00
Lectures.....	500.00	55.55
Labor.....	1,575.00	175.00
Student Library Help.....	2,060.00	228.89
Total.....	\$217,870.00	\$24,207.78

III. OTHER EMPLOYEES

1. Mr. Ray Gallaher, a World War veteran, who some time ago had a leave of absence for six months, became ill again about the first of the current year, and although he has been at work most of the time, he has not recovered. He is asking, therefore, for a second leave of six months, and under the regulations of the Civil Service Commission is entitled to have it granted by this Board and by the Commission.
2. During the present year there has been quite a good deal of extra work for the janitors, and Mr. C. D. Lawson, who was put on as a temporary janitor last summer while the new building was being cleaned up and put in condition for the opening of the college year, has been continued as a temporary janitor, and has done a good deal of carpentering, since that is his trade. He has proven very satisfactory, and his services ought to be continued as a general repair man, due to his experience as a carpenter and general handyman. There is always plenty of janitor work for him to do when his duties are not required elsewhere. Permission is requested to put him on the force regularly at \$100.00 per month.

TEACHERS COLLEGE BOARD

3. During Mr. Gallaher's illness, we shall need an additional temporary janitor to take this work. It is recommended, therefore, that Mr. John Anders, who assisted us last summer with the permission of the Civil Service Commission, be given a temporary appointment during the leave of Mr. Gallaher, at a salary of \$100 per month.
4. The following is a list of regular employees, recommended for the next fiscal year of twelve months, beginning July 1, 1939. Their salaries, which are indicated, ought to be paid from the appropriation for Salaries and Wages. These of course are likewise conditioned upon the appropriations of the present General Assembly.

Name and Classification	Salary 12 Months	Monthly Salary
Asher, C. E., Master Mechanic.....	\$ 1,980.00	\$ 165.00
Bateson, Creighton, Janitor.....	1,380.00	115.00
Carson, Roy, Stationary Engineer.....	1,380.00	115.00
Champion, O. L., Business Manager.....	3,600.00	300.00
DeCamp, W. E., Superintendent of Buildings.....	1,980.00	165.00
Draper, Donna, Secretary to the President.....	2,100.00	175.00
Foreman, Don S., Landscape Gardener.....	1,800.00	150.00
Student Stenographer.....	1,140.00	95.00
Graves, Earl, Labor.....	1,200.00	100.00
Jackson, Luther, Janitor.....	1,320.00	110.00
Kirkbride, Chester, Janitor.....	1,380.00	115.00
Janitor.....	1,320.00	110.00
Leighty, Elbert, Janitor.....	1,320.00	110.00
Lemmer, Guy, Watchman.....	1,380.00	115.00
Locke, Ellis, Fireman.....	1,380.00	115.00
Moon, Marion, Groundsman.....	1,380.00	115.00
Morgan, W. P., President.....	6,750.00	562.50
Shifley, Charles, Janitor.....	1,380.00	115.00
Straight, M. K., Janitor.....	1,380.00	115.00
Wear, Roscoe, Stationary Engineer.....	1,500.00	125.00
Webb, Daniel C., Fireman.....	1,200.00	100.00
Wright, Howard, Student Bookkeeper.....	1,200.00	100.00
Hodges, Kenneth, Janitor.....	1,200.00	100.00
Kessling, Ralph, Janitor.....	1,200.00	100.00
Lawson, C. D., Janitor.....	1,200.00	100.00
Yeager, Rose, Janitress.....	780.00	65.00
Total.....	\$43,830.00	\$3,652.50

5. The following is a list of employees at Monroe Hall, with the salaries indicated. The salaries are the amounts to be received during the entire calendar year, and are to be paid from the Revolving Fund.

Name and Classification	Salary, 12 Months	Salary Per Mo.
Arnett, Alta C., Assistant Cook.....	\$ 780.00	\$ 65.00
Matron.....	960.00	80.00
Student Stenographer.....	1,200.00	100.00
Henry, Margaret, Laundress.....	600.00	50.00
Nelson, Charles, Janitor.....	1,020.00	85.00
Oitker, Lela, Assistant Dietitian.....	720.00	60.00
Carruthers, Emma, Laundress.....	1,080.00	90.00
Morton, Alice, Domestic.....	600.00	50.00
Extra Help.....	180.00	15.00
Total.....	\$7,140.00	\$595.00

6. Below is a list of the employees for the cafeteria. The salaries, to be paid out of the Revolving Fund, indicate the maximum amount they are to receive during the entire twelve months, beginning July 1, 1939.

PROCEEDINGS

Name and Classification	Salary 12 Months	Salary Per Month
Crain, Bessie, Assistant Cook	\$ 600.00	\$50.00
Extra Help	180.00	15.00
Student Help	360.00	30.00
Total	<u>\$1,140.00</u>	<u>\$95.00</u>

IV. THE ORGANIZATION

1. With the opening of this college year, some thirty young men enrolled as freshmen who were definitely interested in Agriculture, and the total enrollment in that department for this year has been 63, as compared with 32 for the year 1937-1938. Although the college has arrangements with several farmers, stock raisers, and dairymen for the privilege of studying their crops, live stock and equipment, it does not have any satisfactory farm land where it can carry on the needed experiments for the Department of Agriculture. Recently it has been found possible to rent a portion of a farm which is just across the street west of the campus, in the amount of 24½ acres, which lends itself nicely to the needs of this department. It is therefore requested that the college be permitted to obtain the use of this farm land, including chicken houses, for \$245.00 annually, so that such projects in farming and poultry raising as are necessary for the college to offer students in agriculture may be provided.

2. The calendar for the next college year is herewith presented for the approval of the Board:

Fall Quarter opens.....	September 13, 1939
Fall Quarter closes.....	December 5, 1939
Winter Quarter opens.....	December 6, 1939
Winter Quarter closes.....	March 8, 1940
Spring Quarter opens.....	March 11, 1940
Spring Quarter closes.....	June 6, 1940
Mid-Spring Term opens.....	April 29, 1940
Mid-Spring Term closes.....	June 6, 1940
First Summer Term opens.....	June 10, 1940
First Summer Term closes.....	July 19, 1940
Second Summer Term opens.....	July 19, 1940
Second Summer Term closes.....	August 23, 1940
Thirty-eighth Annual Commencement.....	June 6, 1940
Homecoming	October 27 and 28, 1939
Thanksgiving Recess	November 23 and 24, 1939
Christmas Holiday, December 22, 1939, to January 2, 1940, Incl.	
Spring Recess	April 20 to April 28, 1940, Incl.

V. THE CURRICULUM

1. Each year a standing committee is engaged in the revision of the various curriculums which the college offers. During the present year, however, only slight changes have been proposed for introduction at the beginning of the next college year.

These have been approved by the faculty, and will appear in the next general catalogue, which is now in the process of preparation.

VI. BUILDINGS AND GROUNDS

1. Provisions have been made and requisitions have been drawn to cover the following improvements and repairs, at a total cost of \$11,160.00 :

New metal doors for the gymnasium.

New metal doors for the main building.

Fire screen doors for the main building, to be placed between the stairways and the main corridors.

Resetting lobby doors in main building.

Repairs to the power house roof, and partial repairs to the roof on the main building.

Your approval of these and other repairs has been given in case the funds were available, and this list of repairs is therefore presented for your final approval.

2. The provision for the above repairs, which it was thought might have to be made by borrowing from the Revolving Fund, will now make it possible to use the dormitory fund for rewiring and new electric light fixtures to be installed at the dormitory. The estimated cost of this improvement was \$17,500.00, and a requisition for that amount has been drawn against the Revolving Fund, and submitted to the state departments, and your final approval of this procedure is requested.
3. The Kappa Delta Pi, a student organization which is one of the strongest in the college, several months ago requested the privilege of installing a set of chimes in the main building. It was impossible to submit this request to the Normal School Board, since it has had no meeting in the meantime, but the matter was discussed with the chairman of the Advisory Committee, and presented to the State Architect's office for careful consideration. That office approved the blue prints and specifications which the Seth Thomas Clock Company had prepared, and the installation was made at a cost of approximately \$2,000.00. The mechanism for the chimes has been placed in the main building, and the amplifiers for the chimes placed in the tower of the same building. The only cost that the college has had in connection with the installation is that of making electrical connections from the attic to the tower, and involved an expense of \$15.00 or less. The Board's approval of this installation should be given.
4. Some time ago it was discovered that the W.P.A. project which the college has had for the past two years, in which grading and

landscaping was provided for the west campus, was insufficient in funds to complete the work. At the last meeting of the Board, therefore, a request was presented to set up a new project. This was done, and project No. 31283 has been approved by the federal government, which provides for \$9,120 from federal funds, and sets up \$4,355 to be furnished by the sponsor, that is, the college. This \$4,355 consists of \$900 for superintendence; \$1,400 for equipment; \$2,055 for shrubbery, seed, sewer pipe, cement, sand, gravel, and metal inlets to sewers. The superintendence will be furnished by our landscape architect, and this amount will therefore be estimated as a part of his salary, and will be no expense to the college. The equipment involves \$800 for a truck and \$600 for a tractor, both of which are now owned by the college, and hence no expense will be required in that direction. The requisitions for the shrubbery and seed have been approved, the purchases have been made, and the planting has been done. The sewer pipe was installed about a year ago in order to take care of the overflow from Lake Ruth on the campus. The cement, sand, gravel, and inlets to the sewer have had to be provided, also. Therefore all of these expenses would have been necessary whether the W.P.A. project had been set up or not. Your approval of this project is therefore requested.

5. A recent communication from Honorable Robert Kingery, Chairman of the Illinois State Planning Commission, indicates that federal Public Works money will be available during the next biennium, and that it would be advisable for public bodies to complete contract plans and specifications, and take necessary steps to perfect such projects as may be available, and he recommends that public officials throughout the State of Illinois review and complete as rapidly as possible construction programs for which application has been made to the P.W.A. Suggestions of the Board as to the proper procedure in this connection are requested.

VIII. STUDENT LIFE

1. The conduct of the students has been very good this year, and the number who have been dismissed for violating the college regulations is very few.
2. No doubt the Board is aware that it was announced some time ago that a committee of the Lower House of the State Legislature intended to visit the State Teachers Colleges and investigate vice and all general conditions in the vicinity of each of the five State Teachers Colleges. On Thursday and Friday, May 4 and 5, three members of this committee (the other two were unable to come) visited the Western Illinois State Teach-

ers College. No copy of their report has as yet been submitted to the college, although the chairman of the committee announced that they found the institution in a satisfactory condition.

3. In view of the possible investigation mentioned above, and likewise in following out a plan which the college has pursued for a number of years, a new announcement with respect to standards of conduct has been prepared and published in the college paper, so that all students may know the policy of the college. It follows.

“To Those Interested in the Welfare of the College:

“A member of the House of Representatives has announced that he and his committee propose to investigate the vice conditions and general conditions in the cities in which the five State Teachers Colleges are located, but so far as I know, this investigation has not started, at least in Macomb, unless perchance it is being done secretly in order to learn more definitely what the conditions are.

“Recently some students were dropped by another institution because it was reported they had been drinking at a tavern or saloon. I do not know whether any of our students may be frequenting such places, but I do know that the city officials have assured me of their cooperation in enforcing the law, which provides that intoxicating liquor may not be sold to a minor, and it is furthermore provided that a fine may be enforced against anyone violating this regulation. Therefore, if any student who is a minor secures an intoxicating beverage at one of the licensed dispensaries in Macomb or elsewhere, and suffers an accident or other damage because of intoxication, directly traceable to his having obtained intoxicating liquor, a suit for damages may be entered against the proprietor of the place where it was obtained. Likewise if a parent or anyone else should report a similar infraction of the law against any establishment dispensing intoxicating liquor, the city authorities may try the proprietor before the court, and withdraw his city license if found guilty.

“There is no city or state license provided for vice resorts, and anyone found to operate one, where either minors or mature persons are admitted, is subject to a fine under a city ordinance, as well as a more severe fine under the state law, if convicted.

“From what has been said above, it is perfectly clear, therefore, that it is possible for Macomb and the territory surrounding the college, to have these things so regulated that they will not be a menace to anyone in the college, if we are sufficiently interested to see to it that all who disregard the regulations above mentioned are brought into court and dealt with under the provisions of the law.

"It is my candid opinion that the students of Western are at least on a par with students from other colleges in their moral character and respect for law, and I believe, too, that Macomb is as clean as most cities of this size, but no student body remains on a high plane unless it gives constant thought to its conduct, nor does any city remain clean unless its citizens desire it to be so, and see that its officials enforce the law.

"Finally, if an investigation is made in Macomb, the college is entitled to know all of the facts which are discovered, and the burden rests upon the citizens to drive out any evils in case any are discovered. In order to do its part, *the college will immediately dismiss any student who is found to use intoxicating liquor, or who visits any place unworthy of those of good character, for the public expects its public school teachers to be law-abiding citizens of high moral standing.*"

IX. MISCELLANEOUS

1. The arrangements for the dedication of the new building today have been in the hands of a number of committees for the past several months. These committees have had a number of conferences with the Chairman of the Advisory Committee, and the events you have witnessed are the results of their best efforts.

The exact expense of the dedication has not as yet been fully determined, but an amount of not to exceed \$750.00 ought to be approved by the Board to cover the expenses of the speaker for the occasion, pay for the decorations, the rental of equipment, and other items which have been found necessary in providing for the program.

2. Perhaps, it would help if a graduation fee of \$5.00 were charged all graduates, in order that it might cover the expense of their diplomas and other graduation items, such as alumni membership for the first year, the cost of the alumni luncheon at the time of graduation, the rental of their caps and gowns, etc. Whatever action is taken should be uniform with respect to the five Teachers Colleges.
3. Request to apply to Vocational Registration for High School in academy on campus.

X. SUMMARY

The Normal School Board is asked to approve the following:

1. The transfer of \$4,275 to the Revolving Fund to cover the Teachers College Scholarships.

TEACHERS COLLEGE BOARD

2. The leave of absence for Miss Mary Bennett for the remainder of the college year.
3. Appointment of Mr. Clare Bennett as a member of the Department of Biology, at \$630.00 for the Spring Quarter.
4. Leave of absence for Mr. Lewis Toll for the coming college year.
5. The resignation of Miss Marie Porter.
6. An emeritus status for G. W. Gayler, Director of Extension.
7. The faculty list for the First Summer Term.
8. The faculty list for the Second Summer Term.
9. The leave of absence for Mr. Ray Gallaher. This man is physically unfit to do work.
10. The employment of Mr. C. D. Lawson as janitor and general repair man at \$100.00 a month.
11. The temporary employment of Mr. John Anders as janitor at \$100.00 per month.
12. The rental of the F. H. Currens farm, of 24½ acres, for \$245.00 for the year, March 1, 1939, to February 29, 1940.
13. Calendar for the college for the year 1939-1940.
14. Repairs on campus buildings, amounting to \$11,160.00, from state funds already appropriated to W.S.T.C.
15. Modernizing, electrical wiring, and lighting at Monroe Hall, at not to exceed \$17,500.00, from the Revolving Fund.
16. Installation of chimes in the tower of the main building, by Kappa Delta Pi, a student organization, at no cost to the state except the extension of electrical connections from attic to tower.
17. W. P. A. project No. 31283, involving \$9,120.00 as the part of the federal government, and \$4,355.00 as the part charged to the college, all of which is explained above.
18. General plans for P. W. A. projects for the Teachers Colleges.
19. An allowance of not to exceed \$750.00 from the Revolving Fund, to be used in connection with the dedication of the new training school building on Friday, May 26, 1939.
20. Application for Federal Aid for agricultural work at college.

Respectfully submitted,

W. P. MORGAN, *President.*

PROCEEDINGS

REPORT OF THE EASTERN ILLINOIS STATE TEACHERS COLLEGE CHARLESTON

For the Meeting in Macomb, May 26, 1939

*To the Chairman, Secretary and Members
of the Normal School Board:*

LADIES AND GENTLEMEN: I have the honor of presenting the following report on the Eastern Illinois State Teachers College:

I. STUDENTS

1. Attendance, Winter Quarter, 1938-39.

a. College

Class	Men	Women	Total	Total One Year Ago	Change
Postgraduates	3	2	5	6	16% loss
Seniors	54	43	97	80	21% gain
Juniors	99	67	166	100	66% gain
Sophomores	111	142	253	288	12% loss
Freshmen	228	257	485	256	88% gain
Total	495	511	1006	730	37% gain

b. High School					
Teachers College					
High School	100	95	195	181	7% gain
Humboldt Community					
High School	46	53	99	88	12% gain

c. Non-Residents					
Extension Students ...	125	272	397	338	17% gain

d. Elementary School					
Teachers College					
Elementary School ..	124	127	251	253	
Humboldt Elementary					
School	20	20	40	50	
Clear Spring Rural....	13	13	26	27	
Lafferty Rural	8	6	14	13	
Oak Grove Rural.....	5	6	11	14	

Grand Total	936	1103	2039	1694	
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2. Scholarship report for 1938-39.

a. The Lindly scholarships presented in lieu of fees total as follows:

Men	Women	Total
34	190	224

b. The Normal School scholarships presented in lieu of fees list as follows:

Name	High School	Quarters
1. Allard, Grace	Noble	3
2. Arney, Betty Rose	Redmon	3
3. Atherton, Richard	Kankakee	3
4. Austin, Verla Mae	Herrick	3
5. Bail, Philip Eugene	St. Elmo	3
6. Barco, Mary Catherine	Oakwood	3
7. Barnhart, Mearl L.	Bone Gap	2 (Fall, Winter)
8. Bell, James	Catlin	3
9. Bennett, Margaret	Westfield	3
10. Berns, Charles Pat	Pana	3
11. Bixler, Florence Louise	Sidell	3
12. Bonwell, Clarice Ruby	Scottland	3
13. Bromley, Mary Pauline	Charleston	3
14. Brown, Charles C.	Arcola	1 (Winter)
15. Brown, Doris Wyota	Arcola	3
16. Browning, Herbert Carlisle	Oakland	3
17. Bryant, Leo Edward	Assumption	3
18. Bullerman, Evelyn Margaret	Stewardson	3

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Name	High School	Quarters
19. Burgener, Frances Louise	Assumption	3
20. Burton, Alice Maxine	Armstrong	3
21. Buss, Lottie Lucille	Olney	3
22. Cain, Erma Vivian	Arcola	3
23. Carlton, Wilma	Brownstown	3
24. Castle, Marcella Mae	Pana	3
25. Christopher, Lawrence Clark	Tower Hill	3
26. Clark, Carro Mae	West Salem	2 (Fall, Winter)
27. Clark, John	Hume	2 (Winter, Spring)
28. Cline, Erma Jean	Springfield	3
29. Coburn, Aline Louise	Arthur	3
30. Collins, Beulah Louise	Casey	3
31. Collins, Thelma	Strasburg	3
32. Corman, Erma Mae	Mt. Zion	3
33. Couch, Jack Aden	St. Francisville	3
34. Crawford, Mary Adeline	Potomac	3
35. Cummings, Helen Louise	Danville	3
36. Cummins, Anna Lee	Willow Hill	3
37. Currey, Charles	Brocton	3
38. Daniels, Nelda Evelyn	St. Jacob	3
39. Davidson, Rondell Lee	Edinburg	3
40. Devore, Linder Durell	Altamont	3
41. Donahue, Rosemary Ann	Charleston	3
42. Douglas, Clyde Emmett	Louisville	3
43. Eaton, John Woodrow	Charleston	3
44. Eller, Betty Lou	Centralia	3
45. Erickson, Eleanor Enid	Kankakee	3
46. Farris, Leona Mae	Louisville	3
47. Finkbinder, Eva Mirian	Hutsonville	3
48. Finley, Martha Margaret	Bridgeport	3
49. Fleener, Ivan Jessie	Hammond	3
50. Fling, Dean Arthur	Windsor	3
51. Flowers, Creole Udell	Fillmore	3
52. Foor, Burnilda Maxine	Shelbyville	3
53. Furry, Mary Eleanor	Toledo	3
54. Garner, Jennie	Paris	3
55. Gher, Kenneth	St. Francisville	1 (Fall)
56. Goble, Mary Eleanor	Westfield	3
57. Goldsmith, Reba Margaret	Robinson	3
58. Grismer, Mona Rose	Redmon	3
59. Grissom, Mary Virginia	Arthur	3
60. Guthrie, Ruth	Allerton	3
61. Heinzman, Ruth M.	Carlyle	3
62. Hensen, Dorothy June	Hillsboro	3
63. Hettinger, Dorothy Marie	Tolono	3
64. Hoehn, Kathryn Mary	Witt	3
65. Hoffman, Ruth Ella	Fillmore	3
66. Hollman, Norma Janet	Lawrenceville	3
67. Holycross, Emma Elizabeth	Danville	3
68. Honn, Electa Marie	Kansas	3
69. Howell, George Morris	Rosamond	3
70. Hurst, Daphne Inez	Martinsville	3
71. Ingram, Frances Grace	Toledo	3
72. Isley, Hazel C.	Newton	3
73. Jackson, Myrl William	Oblong	3
74. Jensen, Dorothy Marie	Neoga	3
75. Kincaid, Ruth Ann	Effingham	3
76. Kirkham, Madge Ellen	Kansas	3
77. Kresin, Helen Margery	Tuscola	3
78. Kuhn, Brigitta	Paris	3
79. Kunze, Helen Elizabeth	Edwardsville	3
80. Lambird, Dale	Newton	2 (Fall, Winter)
81. Leevy, Hale Carldean	Westfield	3
82. Littlejohn, Jay	Casey	3
83. Lockyer, Merle Allen	Gillespie	3
84. Love, Mary Ruth	Altamont	3
85. Luallen, Violet	Newman	3
86. Marlow, March Lurea	Bethany	3
87. McComas, Lou Anne	Paris	3
88. McElroy, Wilbur	Homer	3
89. McHenry, Albert Junior	Brocton	3
90. Miloue, Charles Louis	Olney	3
91. Moore, Marion Geraldine	Lawrenceville	3
92. Moore, Robert Dale	Niantic	3
93. Mull, Walter	Mulberry Grove	1 (Fall)
94. Murphy, Geneva June	Marshall	3
95. Nantkes, Elaine Vivian	Witt	3
96. Nash, Betty Catherine	Mattoon	3
97. Oliver, Earl Lester	Charleston	3
98. Orban, Marie	Brighton	1 (Winter)
99. Orndoff, Roy	Humboldt	1 (Fall)

PROCEEDINGS

Name	High School	Quarters
100. Parrott, Oreba Margaret	Lawrenceville	3
101. Phar, Edith Frances	Mt. Carmel	3
102. Pinkstaff, Mary Inez	Lawrenceville	3
103. Plunkett, Jane Morine	Palestine	3
104. Potts, Raymond William	Villa Grove	3
105. Pressly, Dorothy Lee	Villa Grove	3
106. Pyro, Frances Lucille	Greenville	3
107. Racster, Barrett	Albion	3
108. Redding, Alfred Adelbert	Lauphler (Springfield)	3
109. Rennels, Mabel Maxine	T.C. (Charleston)	3
110. Rhodes, Betty Lucille	Medora	3
111. Rich, Floyd	Flat Rock	2 (Fall, Winter)
112. Richardson, Rachael Grace	Sullivan	3
113. Richmond, George S.	Fillmore	3
114. Roberts, Helen Louise	Danville	3
115. Robinson, Robert N.	Oblong	3
116. Rogers, Mary Louise	Humboldt	3
117. Schreech, Gladys Irene	Metcalf	2 (Winter, Spring)
118. Shafer, Gerald George	Sumner	3
119. Shubert, Lois Elizabeth	T.C. (Charleston)	3
120. Sporleder, Helen Lucile	Bethany	3
121. Sporleder, Lillis June	Bethany	3
122. Stine, Paul Taylor	St. Elmo	3
123. Stout, Ellis Leo	Bridgeport	3
124. Swinney, Sylvanee	Tower Hill	3
125. Tefft, Nina Mae	T.C. (Charleston)	3
126. Thull, Lena Elizabeth	Ramsey	3
127. Thurn, Mary Adelle	Pana	3
128. Vanblaricum, Glenn Franklin	Noble	3
129. Waddelow, Marie	Rosamond	1 (Fall)
130. Walters, Mildred Alene	Robinson	3
131. Ward, Nettie Alene	Greenup	3
132. Watts, Lorie Otto	Oblong	3
133. Weaver, Janice Larkue	Sidell	3
134. Weidner, Ruth Frances	Edwardsville	3
135. Wilson, Barbara Jeanette	Lerna	1 (Fall)
136. Wood, Eileen	Greenup	3
137. Wood, Harry	Noble	3
138. Worland, John David	Neoga	3
139. Wright, Lila Lorraine	Newman	3
140. Zupsich, Joe	Mt. Olive	3

Total 140

127 scholarships	3 quarters at \$30.00	\$3,810.00
6 scholarships	2 quarters at \$20.00	120.00
7 scholarships	1 quarter at \$10.00	70.00
Total		\$4,000.00

Student Honors:

- a. By vote of the faculty the annual graduate scholarship offered by the University of Illinois was awarded to Robert Edward Hallowell, B.Ed., 1939, of Charleston, Illinois, who will study in the field of Romance Languages.

II. FACULTY

1. Leave of absence:
 - a. Margaret B. Donley, A.M., first grade critic teacher, a continuance of leave of absence without salary for the winter quarter, due to illness in her immediate family.
 - b. Eugene M. Waffle, A.M., Instructor in English, leave of absence without salary for the spring quarter, in order to complete work for the doctor's degree at the George Peabody College for Teachers.
2. New faculty:
 - a. M. Letitia Ellicott, A.M., substitute first grade critic, vice Margaret Donley on leave, continuance for the winter quarter at \$220 per month.

- b. Dorothy West, Ph.D., substitute instructor in English, vice Eugene M. Waffle on leave, for the spring quarter at \$200 per month.
- 3. Change of status :
 - a. Howard DeF. Widger, A.M., Professor of English, on leave for study 1938-39, to part-time Instructor in Extension for the second half-year, at a salary of \$120 per month for four months.
 - b. Anna H. Morse, inactive first grade critic, to first grade critic, emerita, as of July 1, 1939, at a retirement allowance of \$1,200 per year. Miss Morse was changed to the inactive list on July 15, 1935. She is eligible to emerita rating as per the minutes of the Normal School Board of November 19, 1934, reading,
 "Regulations for Emeritus Service in the State Teachers Colleges of Illinois:

Section 3. A teacher who by reason of disability cannot remain in service until the age of sixty-five may upon the recommendation of the President and the approval of this Board be retired prior to that age, provided he meets the requirements in Section 4, but the emeritus salary shall not begin until the age of sixty-five.

Section 4. A teacher who has served thirty-five years in public education, twenty years of which have been in the state teachers colleges of Illinois, shall be eligible to receive an annual emeritus salary."

Facts bearing upon the eligibility of Miss Anna H. Morse are:

- 1. Age: Born February 15, 1874. Became 65 years of age, February 15, 1939.
- 2. Teaching service:

1893-95	Public schools, Crystal Lake, Ill.	2 years
1895-05	Public schools, Oak Park, Ill	10 years
1905-35	Eastern Illinois S.N.S. & S.T.C.,	30 years
Total public school experience		42 years
- 4. Resignations:
 - a. Catherine F. Stilwell, Ph.D., as Dean of Women, effective at the close of summer school, in order to secure a more advanced position.
 - b. Marie E. Lindberg, M.S., as Instructor in Foods and Dietitian, Pemberton Hall, effective at the close of summer school, in order to accept an assistantship at Columbia University.
- 5. Summer School faculty:

The calendar dates of the summer term for 1939, beginning Monday, June 12, and ending Friday, August 4, divide the total salary into 15/40 due on June 30, the end of the biennium, and 25/40 due on August 4.

PROCEEDINGS

ART :	
Gracey, Frank M., Ph.D.	\$ 600.00
Atwood, Mae G., Ph.D.	450.00
Sargent, Paul T., half-time	300.00
BIOLOGICAL SCIENCE :	
Stover, Ernest L., Ph.D.	780.00
Spooner, Charles S., Ph.D.	720.00
Scruggs, Walter M., M.S.	580.00
Cavins, Harold M., M.S.	580.00
COMMERCE :	
Thompson, James M., Ed.D.	600.00
Thompson, James O., M.A.	400.00
EDUCATION :	
Rothschild, Donald A., Ph.D.	660.00
Heise, Bryan, Ph.D.	600.00
Edwards, Arthur U., Ph. D.	540.00
Olsen, Hans C., Ph.D.	540.00
Zeigel, William H., Ph.D.	540.00
ENGLISH :	
Widger, Howard DeF., A.M.	800.00
Andrews, Franklyn L., A.M.	630.00
Waffle, Eugene M., A.M.	580.00
Shiley, Robert A., Ph.D.	560.00
GEOGRAPHY :	
Glasgow, James H., Ph.D.	500.00
Hoy, Harry E., Ph.D.	500.00
HOME ECONOMICS :	
Bledsoe, Hazle M., M.S.	350.00
Seyb, Gertrude, M.S.	350.00
Lindberg, Marie, M.S.	350.00
INDUSTRIAL ARTS :	
Klehman, Walter A., Ed.D.	680.00
McClure, John A., M.S.	440.00
Wagner, Merlin R., M.S.	480.00
Fischer, Oliver M., M.S.	460.00
LIBRARY :	
Booth, Mary J., B.L.S.	640.00
Smith, May, M.S. in L.S.	400.00
Love, Harriet, M.S. in L.S.	380.00
Duggleby, Esther, M.S. in L.S.	380.00
Crosby, Lucile, B.S. in L.S.	320.00
MATHEMATICS :	
Taylor, Edson H., Ph.D.	1,000.00
Heller, Hobart F., A.M.	600.00
MUSIC :	
Wolfe, Irving, Ph.D.	680.00
Hanson, Ethel I., A.M.	450.00
Warner, Robert A., M.Mus.	400.00
PENMANSHIP :	
Hunter, Jessie M., A.M.	400.00
PHYSICAL EDUCATION :	
Carson, Gilbert, A.M.	500.00
VanHorn, Paris J., A.M.	450.00
McAfee, Florence, A.M.	600.00
Hupprich, Mabel, M.S.	480.00
PHYSICAL SCIENCES :	
Phipps, Harris E., Ph.D.	640.00
Verwiebe, Frank L., Ph.D.	560.00
SOCIAL SCIENCES :	
Thomas, Simeon E., LL.D.	830.00
Coleman, Charles H., Ph.D.	640.00
Alter, Donald R., Ph.D.	560.00
Wood, William G., Ph.D.	500.00
SPEECH :	
Ross, J. Glenn, Ph.D.	640.00
ELEMENTARY SCHOOL :	
Levake, Edith, A.M.	580.00
Baker, Emily V., A.M.	450.00
Bankson, Bernice I., A.M.	450.00
Blythe, Hettie E., A.M.	400.00
Ivey, Mae J., A.M.	400.00
Ellicott, M. Letitia, A.M.	440.00
Donley, Margaret B., A.M.	520.00
Thompson, Mary, R.N.	350.00

Total Salary\$30,260.00

June Salary\$11,347.50
July-August Salary \$18,912.50

III. OTHER EMPLOYEES

1. John Wrenn was certified as full-time janitor at \$100 per month, effective January 3, 1939, due to need of a janitor on duty in the Science Building. Mr. Wrenn was secured by requisition through regular channels.
2. W. Eugene Nixon was certified as half-time janitor at \$50 per month, effective January 3, 1939, due to the need of night janitor service in the Health Education Building. Mr. Nixon was secured by requisition through regular channels. It is hoped that full-time employment can be given Mr. Nixon when the Science Building is fully occupied.
3. Mrs. Verla Johnson, kitchen attendant, resigned effective March 1, 1939.
4. Mrs. Auda Bell, kitchen attendant, was certified through regular official channels effective March 4, 1939. An unexpected injury to one of Mrs. Bell's hands prevented her reporting for active duty at \$50 per month and board, until May 1, 1939, necessitating the employment of week by week substitute kitchen help. Mrs. Bell is now on active duty.
5. A visit from an inspector of the Department of Labor on March 6, 1939, caused the filing of a report requesting an additional kitchen attendant due to the hour schedule of the women employees. A shift in hours for the remainder of the fiscal year meets the situation, but it will be necessary to add one woman for the next biennium.

IV. THE ORGANIZATION

1. The calendar for the college year, 1939-40, is presented as follows:

FALL QUARTER, 1939 (Twelve weeks)

Monday, September 11	Freshman Registration, 8 A.M.
Monday, September 11, to Wednesday, September 13, inclusive	Freshman Orientation Program.
Monday, September 11	Training Schools begin, 8 A.M.
Wednesday, September 13	Registration for other students, 8 A.M.
Thursday, September 14	College classes begin, 8 A.M.
Friday, October 6	Eastern Division, I. E. A. Meeting.
Friday, October 27 }	Twenty-fifth Annual Homecoming.
Saturday, October 28 }	
Thursday, November 30	Thanksgiving Recess begins.
Friday, December 1	Fall Quarter closes.

WINTER QUARTER, 1939-40 (Twelve weeks)

Monday, December 4	Registration for all students, 8 A.M.
Friday, December 22	Christmas Recess begins close of school day.
Tuesday, January 2	College classes resumed, 8 A.M.
Friday, March 1	Winter Quarter closes

PROCEEDINGS

SPRING QUARTER, 1940 (Twelve weeks)

Monday, March 4	Registration for all students, 8 A.M.
Friday, March 22	Easter Recess begins close of school day.
Monday, April 1	College classes resumed, 8 A.M.
Sunday, May 26	Baccalaureate, 8 P.M.
Friday, May 31	Spring Quarter closes.
Friday, May 31	Commencement, 4 P.M.

SUMMER TERM, 1940 (Eight weeks)

Monday, June 10	Registration, 8 A.M.
Friday, August 2	Summer Term closes.

V. THE CURRICULUM—No report.

VI. BUILDINGS AND GROUNDS

1. The attention of the Board is called to the need of the additional boiler in the heating plant, due to the two additional buildings serviced. \$25,000 has already been allotted by the Board, and approved for such use by Governor Horner. The lowest bid for this equipment was \$40,534. Provision for additional funds should be considered, so that new bids could be taken and construction completed during the summer months immediately ahead.
2. The plan of and the condition of the walks and drives on the campus, particularly about the new buildings, are such that provision needs to be made for improving and supplementing them. This work should be done by contract, under supervision of the Division of Architecture and Engineering and the Division of Highways. Approximately \$25,000 will be needed for this work.
3. The attention of the Board is called to the list of repair and construction items previously listed by the joint survey of Mr. File and the Division of Architecture and Engineering. The assistance of this Division should be requested in drawing plans for and taking bids for the necessary construction, so that the time of the summer months could be used to advantage.

The particular items for immediate consideration are:

- a. Installing the fire escape system needed.
- b. Rewiring women's dormitory with the service outlets and fixtures needed.
- c. Campus lighting system.
- d. Rebuilding with new fixtures, the toilet rooms and bath rooms in the Main Building and the Women's Dormitory.
- e. Redecorating the auditorium, Main Building.

TEACHERS COLLEGE BOARD

- f. Rebuilding old gymnasium, locker and shower rooms for use of grade school children.
4. The use of the Health Education Building during the year has brought attention to minor details connected with construction, for which adjustments are being made as necessary. The expenditure of the \$25,000 for equipment is practically completed. A detailed report on the cost of the building and equipment will be made a part of the next report.

Difficulty has arisen, however, in regard to payment of the services of the Associate Architects, Messrs. Hewitt, Emerson and Gregg. The original low bids for complete equipment, taken by this firm, totalled \$34,877.78, itemized as follows:

EQUIPMENT, HEALTH EDUCATION BUILDING

		Proposal No. 1	\$ 7,350.00
Item 1.	Lockers and wardrobes		
Item 2.	Steel shelving		
Item 3.	Locker benches		
Item 11.	Steel cabinet files		
		Proposal No. 2	2,792.00
Item 4.	Metal folding chairs		
Item 5.	Chair trucks		
		Proposal No. 3	1,329.60
Item 6.	Tablet arm chairs		
Item 10.	Wood office furniture		
		Proposal No. 4	7,991.00
Item 8.	Gymnasium equipment		
Item 9.	Basketball backstops and dividing nets		
Item 21.	Folding bleachers		
Item 25.	Gym floor canvas		
		Proposal No. 5	3,699.00
Item 7.	Physician's Equipment		
Item 12.	Triple mirrors, dance studio		
Item 17.	Soap dispensers		
Item 18.	Toilet and bathroom accessories		
Item 19.	Kitchen equipment		
		Proposal No. 6	624.18
Item 13.	Venetian blinds		
		Proposal No. 7	1,023.00
Item 14.	Public address system		
		Proposal No. 8	2,812.00
Item 15.	Clock and bell system		
Item 16.	Electric scoreboard for basketball		
		Proposal No. 9	2,949.00
Item 24.	Projection and sound equipment		
		Proposal No. 10	2,798.00
Item 19.	Dressing room tables		
Item 26.	Folding tables		
Item 22.	Decorating plaster surfaces		
		Proposal No. 11	1,310.00
Item 20.	Stage curtains		
Total low bids			\$34,877.78
Total funds available			23,500.00
Necessary cut			\$11,377.78

PROCEEDINGS

The Board will note that 6% of the \$25,000 allotted for equipment, or \$1,500, was set aside for Associate Architect fees. The necessary cutting from \$34,877.78 to \$23,500.00, however, caused the rejection of a number of the items, but accepting as follows:

Proposal 1	.....	\$ 7,376.61
Proposal 3	.....	1,329.60
Proposal 6	.....	624.18
Proposal 7	.....	1,023.00
Proposal 8	.....	2,199.00
Proposal 11	.....	1,310.00
		<hr/>
		\$13,862.39

6% of this amount (\$13,862.39 total) is \$831.74. This amount was paid to Hewitt, Emerson and Gregg by Voucher No. 2971, dated December 12, 1938.

In order to conserve funds as additional equipment was secured, the co-ordinator requested that as much equipment as possible should be ordered directly from the State Purchasing Agent. Such practice has been carried out, and the following requisitions have been made:

Req. 22-1	Physician's Equipment	.....	\$ 563.46
Req. 22-2, 22-3	(Cancelled)	.....	.....
Req. 22-4	Canvas floor cover	.....	220.00
Req. 22-5	Storage cabinets	.....	135.96
Req. 22-6	Electric scoreboard	.....	269.96
Req. 22-7	Folding chairs	.....	2,670.00
Req. 22-8	Stage accessories	.....	156.45
Req. 22-9	Basketball backstops	.....	1,144.81
Req. 22-10	Gym equipment	.....	794.14
Req. 22-11	Lavatory fixtures	.....	199.97
Req. 22-12	Installation labor	.....	130.00
Req. 22-13	Desks and chairs	.....	461.77
Req. 22-14	Cross court backstops	.....	475.00
Req. 22-15	Stage light equipment	.....	312.54
Req. 22-16	China, glass, silver	.....	681.11
Req. 22-17	Table linen	.....	50.80
Req. 22-18	Refrigerator	.....	297.75
Req. 22-19	Coffee urns	.....	266.00
Req. 22-20	Kitchen range	.....	242.40
Req. 22-21	Kitchen sinks	.....	539.00
Req. 22-22	Folding tables	.....	200.85

\$9,811.97

6% of this amount (\$9,811.97 total) is \$588.72.

The total expenditure for Health Education Building equipment to date is \$13,862.39 plus \$9,811.97, or \$23,674.36. Req. 22-4, Canvas floor cover, was purchased out of the regular item, Repairs and Equipment, hence only \$23,454.36 out of the available \$23,500 has been used, leaving a balance of \$45.64. The total 6% fee to the Associate Architects, if payment is to be made on all items bought, should be \$831.74 (6% of \$13,862.39) plus \$588.72 (6% of \$9,811.97), a total of \$1,420.46. This is \$79.54 less than the allotted \$1,500.00 on the total sum available for equipment, \$25,000.00.

Messrs. Hewitt, Emerson and Gregg have billed the college, through the Division of Architecture and Engineering, for an additional payment of \$1,213.74 (besides the initial payment of \$831.74), stating that they are due 6% on the amount of the total original bids, \$34,877.78, or \$2,092.67 in fees. The State Supervising Architect has approved this voucher, but the college has delayed payment until the item is given consideration by the Normal School Board. Such consideration includes Board action on:

- a. Are the Associate Architects to be allowed 6% of the initial total low bids? (6% of \$34,877.78), or
 - b. Are the Associate Architects to be allowed 6% of the \$25,000 funds available for equipment?, or
 - c. Are the Associate Architects to be allowed 6% only on the items for which their specifications were used?
5. The Departments of Physics and Geography, and the classes in Hygiene, are now using the Science Building. Equipment continues to arrive, but in all probability will not be installed until mid-summer. The complete expenditure for equipment will be tabulated in a report to the Board when such purchases have been made, keeping within the \$47,000 remaining from the allotted \$50,000 less 6%, or \$3,000 for Associate Architects' fees.

VII. AUXILIARY ENTERPRISES

1. The N.Y.A. resident project of thirty out-of-school boys, which has been doing one-half day of shop-work and one-half day of campus labor, will probably continue through the summer months. This project entails the employment of one-half instructor in Industrial Arts. If such continuance is necessary, permission to employ the needed staff member is desired.

VIII. STUDENT LIFE—No report.

IX. MISCELLANEOUS

1. Support is given to the needed requirement of a five dollar graduation fee for a diploma or a degree, beginning with the class of 1940, the amount to cover the cost of diplomas, speaker, senior dinner, alumni dues, etc.
2. Plans have been started for the dedication of the Science Building in connection with the Homecoming festivities of late October.

X. SUMMARY

Action of the Normal School Board is requested on the following items:

1. Submission of scholarship list with fees totalling \$4,000, for routine transfer of this amount of state funds to the college Revolving Fund.
2. Leaves of absence for Margaret M. Donley and Eugene M. Waffle.
3. Employment as substitutes of M. Letitia Ellicott and Dorothy West.
4. Change of status of Howard DeF. Widger and Anna Morse.
5. Acceptance of the resignations of Catherine F. Stilwell and Marie Lindberg.
6. Employment of the Faculty for the Summer Term of 1939, with permission to fill any substitute positions involved.
7. Employment of John Wren, W. Eugene Nixon.
8. Acceptance of the resignation of Mrs. Verla Johnson.
9. Employment of Mrs. Auda Bell.
10. Employment, through regular channels, of an additional domestic for the dormitory kitchen, beginning July 1, 1939.
11. Approval of the calendar for the college year 1939-40.
12. Allotment of sufficient additional funds to secure additional boiler needed in heating plant.
13. Allotment of \$25,000, or as much as is needed thereof, for construction of walks and drives on campus.
14. Ascertainment through Division of Architecture and Engineering of plans, specifications and costs of major improvement items mentioned in VI, 3.
15. Instructions on payment to Associate Architects proper fees on equipment of Health Education Building.
16. Employment of staff for N.Y.A. project if found necessary.
17. Adoption of five dollar graduation fee.

Respectfully submitted,

ROBERT G. BUZZARD, *President*.

SPECIAL FACULTY-EMPLOYEE REPORT
EASTERN ILLINOIS STATE TEACHERS COLLEGE

Chicago, September 11, 1939

Ladies and Gentlemen of the State Normal School Board:

The following report is submitted for your consideration, covering the changes in faculty and employees since the last Board Meeting in June, 1939.

II. FACULTY

1. Resignations.

- a. Helene Heye, A.M., Assistant Professor and Head of the Department of Home Economics, to become Associate Professor in Home Economics and Director of the Nursery School at the University of Tennessee.
- b. Wendell Otey, Ph.D., Instructor in Music (piano), to become Instructor in the History of Music and Assistant Director of the Symphony Orchestra at the University of Pittsburgh.
- c. Beatrice Yates, A.M., Instructor in High School English and Social Director of Pemberton Hall, to accept a fellowship in the School for Deans at Syracuse University.
- d. Merlin R. Wagner, M.S., Instructor in Industrial Arts, to accept a position in the schools of Inglewood, California.

2. Substitute Instructors.

- a. Louise Stubblefield, B.Ed., Illinois State Normal University, 1938; B.S. in L.S., University of Illinois, 1939, as substitute assistant librarian, vice Lucille Crosby on leave for study, at a salary of \$1,350 for nine months.
- b. Earl R. Davis, A.B., McKendree College, 1931, A.M., University of Illinois, 1938, as substitute instructor in English-Speech in the Teachers College High School, vice Seth Fessenden on leave for study, at a salary of \$1,800 for nine months.

3. New faculty.

- a. Mrs. Sadie O. Morris, B.S., 1920, M.S., Utah Agricultural College, 1923; graduate study, University of California, 1923-24; Ph.D., Columbia University, 1933, as Associate Professor and Head of the Department of Home Economics at a salary of \$2,700 for nine months, vice Helene Heye, resigned.
- b. Mary E. Lyons, B.S., Massachusetts State Teachers College, Framingham, 1927; A.M., Columbia University, 1935; Ph.D., Massachusetts State College, 1939, as Assistant Professor of Home Economics, vice Marie Lindberg, resigned, at a salary of \$2,250 for nine months.

- c. M. Irene Johnson, Diploma, Minnesota State Teachers College, St. Cloud, 1924; B.Mus., 1939, M.Mus., Northwestern University, 1939, and Instructor in Music (piano), vice Wendell Otey, resigned, at a salary of \$1,800 for nine months.
 - d. Mrs. Alice W. Cotter, A.B., University of South Dakota, 1917; graduate study, University of South Dakota and The University of Chicago, as Director of Pemberton Hall, combining the duties of Social Director and Dietitian, vice Misses Beatrice Yates and Maries Lindberg, resigned, at a salary of \$1,350 and maintenance for nine months.
 - e. Cleobelle Harrison, A.B., Western State Teachers College, Kalamazoo, Michigan, 1928; two-year Diploma, American Academy of Art, Chicago, 1932; A.M., Wayne University, 1938, as Instructor in Art, vice Mildred Whiting, promoted, at a salary of \$1,935 for nine months.
 - f., as successor to Merlin R. Wagner, resigned, at a salary not to exceed that held by Mr. Wagner, \$2,160 for nine months.
 - g. William Homer Coppock, B.S., Montmouth College, 1933; M.S., 1935, Ph.D., State University of Iowa, 1939, as added Instructor in Chemistry, due to increased enrollment, at a salary of \$2,250 for nine months.
 - h. Agnes Lucille Magruder, B.S., Colorado State College, 1923; M.S., Iowa State College, 1928; graduate study, Columbia University and University of Denver, as added Instructor in Home Economics, due to increased enrollment, at a salary of \$1,800 for nine months.
 - i. Stanley C. Robinson, B.S., Southwestern State Teachers College, Springfield, Missouri, 1933; A.M., State University of Iowa, 1939, as added Instructor in Commerce, due to increased enrollment, at a salary of \$1,890 for nine months.
4. Change in Status.
- a. Harry L. Metter, Ph.D., Associate Professor of Education and Acting Director of Teacher Training and Placement, to Professor of Education and Director of Teacher Training and Placement, at the same salary.
 - b. Mildred R. Whiting, Ph.D., Assistant Professor of Art, to Assistant Professor of Art and Head of the Department of Art, at a salary of \$2,700 for nine months, vice Frank M. Gracey, not recommended for permanent employment at the end of an officially extended period of probation.
 - c. Edith Ragan, half-time Assistant Professor and 7th-8th Grade Critic, to the rating of Inactive Assistant Professor, until the age of 65 years is reached and Miss Ragan becomes eligible for emeritus rating.

SUMMARY

Consideration of the Normal School Board is asked concerning the following items:

1. Resignations as listed.
2. Changes of status to ratings given above.
3. Employment of faculty members for nine months, in the positions, with the ratings, and at the salaries of the attached list.
4. Employment of the persons on the twelve month payroll, in the positions and at the salaries shown on the attached list.

Respectfully submitted,

ROBERT G. BUZZARD,

Président

FACULTY—1939-40

September 6, 1939

* Indicates Head of Department

		9 Months
ART :		
Whiting, Mildred, Ph.D.*, Assistant Professor.....		\$2,700.00
Harrison, Cleobelle, A.M., Instructor		1,935.00
McKinney, Alice, A.M., Instructor		1,890.00
BIOLOGICAL SCIENCES :		
Botany		
Stover, Ernest L., Ph.D.*, Professor		3,510.00
Thut, Hiram F., Ph.D., Assistant Professor		2,610.00
Health Education		
Cavins, Harold M., M.S., Assistant Professor.....		2,610.00
Zoology		
Spooner, Charles S., Ph.D.*, Professor		3,240.00
Scruggs, Walter M., M.S., Assistant Professor.....		2,610.00
COMMERCE :		
Thompson, James M., Ed.D.*, Assistant Professor.....		2,880.00
Dickerson, Earl S., M.S., Instructor		2,160.00
Robinson, Stanley C., A.M., Instructor		1,890.00
EDUCATION :		
Reinhardt, Emme, Ph.D.*, Professor		3,240.00
Zeigel, William H., Ph.D., Assistant Professor.....		2,610.00
Heise, Bryan, Ph.D., Assistant Professor.....		2,880.00
(and Director of Extension Service)		
Olsen, Hans C., Ph.D., Assistant Professor.....		2,430.00
(and Director of Off-Campus Teaching)		
ENGLISH :		
McKinney, Isabel, A.M.*, Professor		3,600.00
Widger, Howard DeF., A.M., Professor.....		3,600.00
Andrews, Franklyn L., A.M., Associate Professor.....		2,835.00
Waffle, Eugene M., Ph.D., Assistant Professor.....		2,610.00
Shiley, Robert M., Ph.D., Assistant Professor.....		2,610.00
Neely, Winnie D., A.M., Instructor.....		2,160.00
FOREIGN LANGUAGE :		
Guinagh, Kevin, Ph.D.*, Associate Professor.....		2,880.00
Michael, Elizabeth E., A.M., Instructor.....		1,980.00
GEOGRAPHY :		
Weller, Annie L., S.B.*, Professor		3,510.00
Harris, Ruby M., A.M., Associate Professor.....		2,700.00
Zeller, Rose, A.M., Assistant Professor.....		2,520.00

PROCEEDINGS

HOME ECONOMICS :

Morris, Sadie O., Ph.D.*, Associate Professor.....	\$2,700.00
Lyons, Mary E., Ph.D., Assistant Professor.....	2,250.00
Schmalhausen, Ruth, A.M., Assistant Professor.....	1,800.00
(and maintenance in Home Management House)	
Magruder, Agnes Lucille, A.M., Instructor.....	1,800.00

INDUSTRIAL ARTS :

Klehms, Walter P., Ed.D.* (Act.) Assistant Professor.....	3,060.00
Hughes, Wayne P., A.M., Assistant Professor.....	2,700.00
Landis, Russell H., M.S., Assistant Professor.....	2,430.00
Wagner, Merlin R., M.S., Instructor.....	2,160.00
Shake, Shelby S., M.S., Instructor.....	1,800.00
(One-half time Industrial Arts N.Y.A. Resident Project)	

LIBRARY :

Booth, Mary J., B.L.S.*, Associate Professor.....	2,880.00
Smith, May, M.S. in L.S., Instructor.....	1,800.00
Love, Harriett, M.S. in L.S., Instructor.....	1,710.00
Duggleby, Esther, M.S. in L.S., Instructor.....	1,710.00
Stubblefield, Louise, B.S. in L.S., Instructor.....	1,350.00

MATHEMATICS :

Taylor, Edson H., Ph.D.*, Professor.....	4,500.00
Allen, Fiske, A.M., Professor.....	3,600.00
Hostetler, Ruth, A.M., Instructor.....	2,430.00

MUSIC :

Wolfe, Irving W., Ph.D.*, Associate Professor.....	2,880.00
Asbury, Eugene K., M. Mus., Instructor.....	2,250.00
Hanson, Ethel I., A.M., Instructor.....	2,025.00
Warner, Robert I., M. Mus., Instructor.....	1,800.00
Johnson, M. Irene, M. Mus., Instructor.....	1,800.00

PENMANSHIP :

Hunter, Jessie M., A.M., Instructor.....	1,800.00
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PHYSICAL EDUCATION :

Men	
Lantz, Charles P., Ph.D.*, Associate Professor.....	3,105.00
Angus, Winfield S., M.S., Instructor.....	2,250.00
Carson, Gilbert, A.M., Instructor.....	2,250.00

Women	
McAfee, Florence, A.M.*, Assistant Professor.....	2,700.00
Hupprich, Mabel, M.S., Instructor.....	2,160.00
Haight, Edith C., A.M., Instructor.....	1,800.00

PHYSICAL SCIENCES :

Chemistry	
Phipps, Harris E., Ph.D.*, Associate Professor.....	2,880.00
Albert, Walter D., Ph.D., Assistant Professor.....	2,430.00
Coppock, William H., Ph.D., Instructor.....	2,250.00

Physics	
Railsback, Ora L., Ph.D.*, Professor.....	3,420.00
Verwiebe, Frank L., Ph.D., Assistant Professor.....	2,520.00

SOCIAL SCIENCES :

Thomas, Simcon E., L.L.D.*, Professor.....	3,735.00
Coleman, Charles H., Ph.D., Associate Professor.....	2,880.00
Seymour, Glenn H., Ph.D., Associate Professor.....	2,880.00
Alter, Donald R., Ph.D., Assistant Professor.....	2,610.00
Wood, William G., Ph.D., Instructor.....	2,250.00

SPEECH :

Ross, J. Glenn, Ph.D.*, Assistant Professor.....	2,880.00
Williams, Grace M., A.M., Instructor.....	1,980.00

TEACHERS COLLEGE HIGH SCHOOL :

Rothschild, Donald A., Ph.D.*, Principal.....	2,970.00
(and Associate Professor of Education)	
Ellington, Lena B., A.M., History.....	2,610.00
Carman, Ruth, A.M., Latin-German.....	2,610.00
Hendrix, Gertrude, A.M., Mathematics.....	2,610.00
Poos, Roberta, A.M., English.....	2,160.00
Van Horn, Paris J., A.M., Science-Coach.....	2,025.00
Mitts, Norris G., A.M., Commerce.....	1,935.00
Fischer, Oliver M., A.M., Industrial Arts.....	1,890.00
Marks, Ica, M.S., Science.....	1,890.00
Davis, Earl R., A.M., English-Speech.....	1,800.00

TEACHERS COLLEGE BOARD

TEACHERS COLLEGE ELEMENTARY SCHOOL :

Edwards, Arthur U., Ph.D., Principal.....	\$2,610.00
(and Assistant Professor of Education)	
Levake, Edith, A.M., 8th Grade	2,610.00
Stevens, Leah I., S.M., 7th Grade	2,610.00
Baker, Emily V., A.M., 6th Grade	2,025.00
Banksen, Bernice I., A.M., 5th Grade	2,025.00
Arnold, Myrtle, A.M., 4th Grade	2,115.00
Saunders, Nannilee, A.M., 3d Grade	2,115.00
Thompson, Olive M., A.M., 2d Grade	1,980.00
Donley, Margaret M., A.M., 1st Grade	2,340.00
Thompson, Mary, R.N., Nurse	1,575.00

AFFILIATED SCHOOLS :

Humboldt Community High School	
Greer, Howard, A.M., Principal	540.00
(One-half of amount as Principal, Elementary School)	
Armer, Eugene, B. Ed., Science-Coach	270.00
Poorman, Elizabeth, A.B., English	225.00
Hitt, Velma, B.S., Home Economics	225.00
Humboldt Elementary School	
Sprouse, Denson, B. Ed., 7-8 Grades	360.00
Smith, Velma, B. Ed., 4-5-6 Grades	270.00
Harvey, Velma, B. Ed., 1-2-3 Grades	270.00
Clearspring Rural School	
Albers, Glenna S., B. Ed., 1-8 Grades	400.00
Lafferty Rural School	
Gabel, Elizabeth, B. Ed., 1-8 Grades	370.00
Oak Grove Rural School	
Price, Ruby Sarah, B. Ed., 1-8 Grades	365.00

ADMINISTRATION :

12 Months

Buzzard, Robert G., Ph.D., President	6,750.00
Beu, Frank A., Ph.D., Dean of College	4,500.00
Metter, Harry L., Ph.D., Director of Technical Training	4,200.00
Heller, Hobart F., Ph.D., Dean of Men	3,600.00
Lawson, Elizabeth K., Ph.D., Dean of Women	3,300.00
Gregg, Raymond R., A.M., Business Manager	3,600.00
Thomas, Blanche C., Registrar	2,940.00
Goff, Sidney B., M.D., Physician	3,000.00
Arnold, Henry J., A.M., Manager Book Store	2,040.00
Wilson, Roy K., B. Ed., Secretary to President	2,040.00
Ford, Ellen A., A.M., Dean Emerita	1,800.00
Koch, Frederick, Associate P. Emeritus	1,800.00
Crowe, Albert B., A.M., Associate P. Emeritus	1,800.00
Johnson, Annabel, A.M., Instructor Emerita	1,200.00
Morse, Anna H., Instructor Emerita	1,200.00
Negly, Lola Eberly, A.B., University Graduate Stenographer	1,620.00
Taylor, Violet B., A.B., University Graduate Stenographer	1,620.00
Harvey, Loretta, A.B., University Graduate Stenographer	1,320.00
Willson, Edith, Senior Department Stenographer	1,440.00
Davis, Dorothy, Junior Department Stenographer	960.00

JANITORIAL SERVICE :

Shafer, Granvil, Superintendent of Buildings	2,040.00
Neal, J. Elmer, Janitor	1,500.00
Walker, I. Newton, Janitor	1,500.00
Nixon, Eugene, Janitor	1,200.00
Wrenn, John, Janitor	1,200.00
Sissell, J. Mack, Janitor	1,200.00
Baird, Charles N., Laborer	1,500.00
Harlan, John A., Laborer	1,500.00
Wood, Frank J., Laborer	1,500.00
Merker, Samuel, Janitor	1,500.00
Strodtbeck, Fred, Laborer	1,500.00
Lauman, Mrs. Rilla J., Janitress	1,320.00
Berry, Miss Beppie, Janitress	1,200.00

GROUNDS SERVICE :

Monier, Camille F., Superintendent of Grounds	2,040.00
White, Harry L., Laborer	1,500.00
Rains, Oscar H., Laborer	1,500.00
Gwin, Frank, Laborer	1,500.00

HEATING PLANT SERVICE :

Clodtfelter, Edson, Head Engineer	2,400.00
Livingston, John, Fireman	1,500.00
Stirewalt, Levi, Fireman	1,500.00
Meyer, Ben, Laborer	1,500.00
McKee, Charles, Laborer	1,500.00

PROCEEDINGS

ANNUAL HEALTH EXAMINATION SERVICE:

Per diem for Physicians, Dentists and Nurses for Annual Health

Examination\$1,000.00

STUDENT HELP SERVICE:

Library, Secretarial, Janitorial and other usual student services..... 6,500.00

REPAIR SERVICES:

Fetherston, Fred, Laborer (carpenter) 1,380.00

Miller, Roscoe, Laborer (painter) 1,320.00

PAYABLE FROM THE TEACHERS COLLEGE INCOME FUND

DORMITORY SERVICE: (11 Months)

Cotter, Mrs. Alice, Director of Dormitory.....\$1,650.00

Brown, Mrs. Margaret, Assistant Cook 990.00

Bell, Mrs. Auda, Kitchen Attendant 550.00

Baker, Mrs. Mary, Kitchen Attendant 550.00

Weber, Miss Frances, Kitchen Attendant..... 550.00

Phipps, Miss Gertrude, Domestic 550.00

(Including maintenance for above persons)

TEXT-BOOK LIBRARY AND COLLEGE BOOK-STORE: (12 Months)

Arnold, Henry J., Manager 2,040.00

REPORT OF THE SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY CARBONDALE

To be presented at the meeting of the Normal School Board to be held at Macomb, Illinois, May 26, 1939.

I. STUDENTS

1. Attendance, Winter Term, 1939

(a) College	Men	Women	Total	Total One Year Ago
Seniors	113	68	181	176
Juniors	147	99	246	198
Sophomores	250	246	496	476
Freshmen	460	413	873	605
Extension	96	116	212	374
Total Students Carrying				
College Subjects			2,008	1,829
(b) High School				
University High School			145	155
Carterville Community High School.....			220	212
Total			365	367
Total Students Above Eighth Grade.....			2,373	2,196
(c) Elementary School				
Allyn Training School			212	168
Brush Training School			215	299
Rural Training Schools			221	228
Total			648	695
Grand Total			3,021	2,891

2. Attendance, Spring Term, 1939

(a) College	Men	Women	Total	Total One Year Ago
Seniors	135	75	210	181
Juniors	148	105	253	220
Sophomores	227	236	463	419
Freshmen	391	368	759	555
Extension	30	32	62	185
Total			1,747	1,560

TEACHERS COLLEGE BOARD

Additional College Students in Attendance, Mid-Spring Term

Seniors	31	12	43	43
Juniors	40	52	92	105
Sophomores	9	21	30	56
Freshmen	9	10	19	24
Total			184	228

Total Number of College Students in
Spring and Mid-Spring Terms1,931 1,788

(b) High School

University High School	171	151
Cartersville Community High School.....	216	235
Total	387	386

Total Students Above Eighth Grade.....2,318 2,174

(c) Elementary School

Allyn Training School	166	168
Brush Training School	221	296
Rural Training Schools	208	215
Total	595	679

Total enrollment in Practice Department..... 982 1,065

Grand Total2,913 2,853

3. High School Scholarships

Students admitted on Scholarship at the Southern Illinois State Normal University since the June 20, 1938, report, as provided by Sections 166, 167, and 169a of "An Act to establish and maintain a system of free schools"—Smith-Hurd Revised Statutes, Illinois, Chapter 122, Sec. 191-195a.

Name and Address	Summer Term	Fall Term	Winter Term	Spring Term	Total
Allen, Ernestine, Bunker Hill, Ill...		\$ 10.00	\$ 10.00	\$ 10.00	\$ 30.00
Allen, Ruth, Danville, Ill.....	\$ 7.50		10.00	10.00	27.50
Allen, Wilma, Dahlgren, Ill.....		10.00			10.00
Ayers, Esther, Anna, Ill.....		10.00	10.00	10.00	30.00
Baird, Cletus, Eldorado, Ill.....		10.00	10.00	10.00	30.00
Barker, Herbert, Centralia, Ill.....		10.00	10.00	10.00	30.00
Barman, Burnelle, E. St. Louis, Ill...		10.00	10.00	10.00	30.00
Basler, Bertha, Cobden, Ill.....	7.50	10.00	10.00	2.50	30.00
Bedokis, Fred, West Frankfort, Ill...		10.00	10.00	10.00	30.00
Biggers, Earl, Harrisburg, Ill.....		10.00	10.00	10.00	30.00
Blackburn, Mary Alice, Salem, Ill...			10.00	10.00	20.00
Blakely, Bernice, Cave-in-Rock, Ill...		10.00	10.00	10.00	30.00
Bodenbach, Dorothy, Waterloo, Ill...		10.00	10.00	10.00	30.00
Boester, Herbert, Nashville, Ill.....	7.50				7.50
Book, Michael, Mulberry Grove, Ill...		10.00			10.00
Boswell, Mary A., Scheller, Ill.....		10.00	10.00	10.00	30.00
Brandon, Jean, Stonefort, Ill.....		10.00	10.00		20.00
Brashears, Marjorie, Zeigler, Ill.....		10.00	10.00	10.00	30.00
Brehm, Emelyn, Ashley, Ill.....		10.00	10.00	10.00	30.00
Broom, William, Karnak, Ill.....		10.00	10.00	10.00	30.00
Brown, Leota, Iuka, Ill.....		10.00	10.00	10.00	30.00
Brown, Thomas, Marissa, Ill.....		10.00	10.00		20.00
Brown, Wilma, Broughton, Ill.....		10.00	10.00	10.00	30.00
Browning, Geraldine, Karnak, Ill...		10.00	10.00		20.00
Bruce, Doris, Kell, Ill.....		10.00	10.00	10.00	30.00
Bucher, James, Cairo, Ill.....		10.00	10.00	10.00	30.00
Buckingham, Gene, E. St. Louis, Ill...		10.00	10.00	10.00	30.00
Buckingham, Margery, E. St. Louis...		10.00	10.00	10.00	30.00
Buhrman, Melba, Nashville, Ill.....		10.00	10.00	10.00	30.00
Bunting, Kate, Albion, Ill.....	7.50	10.00	10.00		27.50
Businaro, Henry, Harrisburg, Ill...	7.50	10.00	10.00	2.50	30.00
Casper, Ruth, Belknap, Ill.....		10.00	10.00	10.00	30.00
Catlin, Guthrie, Norris City, Ill.....		10.00	10.00	10.00	30.00
Chapman, Mary, Alto Pass, Ill.....		10.00	10.00	10.00	30.00
Chezem, Mildred, Shattne, Ill.....		10.00	10.00	10.00	30.00
Chilton, Betty, Murphysboro, Ill.....		10.00	10.00	10.00	30.00

PROCEEDINGS

Name and Address	Summer Term	Fall Term	Winter Term	Spring Term	Total
Clancy, Eleanor, Carrollton, Ill.....	\$7.50				\$7.50
Clendenin, Robert, Cora, Ill.....		\$10.00			30.00
Coffee, Christine, Harrisburg, Ill.....	7.50		\$10.00	\$10.00	7.50
Colyer, Mary R., McClure, Ill.....		10.00			10.00
Cox, Blanche, W. Frankfort, Ill.....		10.00	10.00	10.00	30.00
Cunningham, Eliz., Pinckneyville, Ill.		10.00			10.00
Daily, Eugene, Duquoin, Ill.....		10.00	10.00	10.00	30.00
Daily, Evelyn, Duquoin, Ill.....		10.00	10.00	10.00	30.00
Dauderman, Nadine, Collinsville, Ill..		10.00	10.00	10.00	30.00
Day, John, Ullin, Ill.....		10.00	10.00	10.00	30.00
DeBernardi, Irma, Herrin, Ill.....		10.00	10.00	10.00	30.00
Denton, Margaret, Olive Branch, Ill.		10.00	10.00	10.00	30.00
Dial, Helen, Marion, Ill.....		10.00	10.00	10.00	30.00
Dickhaut, Arlene, Mascoutah, Ill.....	7.50				7.50
Dickson, Helen, Lenzburg, Ill.....	7.50				7.50
Dinkleman, Fred, Sandoval, Ill.....		10.00	10.00	10.00	30.00
Doty, Dorothy, Ewing, Ill.....		10.00	10.00	10.00	30.00
Dryden, Juanita, DeSoto, Ill.....		10.00	10.00	10.00	30.00
Edmundson, Genevieve, Vienna, Ill...			10.00		10.00
Edrington, Edith, Cairo, Ill.....		10.00	10.00	10.00	30.00
Edwards, Evelyn, Carterville, Ill.....		10.00	10.00	10.00	30.00
Elkins, Fayette, Buncombe, Ill.....		10.00	10.00	10.00	30.00
Emery, Genevieve, Centralia, Ill.....		10.00	10.00	10.00	30.00
Endzelis, Adele, Georgetown, Ill.....			10.00		10.00
Evans, Mary Ellen, E. St. Louis, Ill..		10.00	10.00	10.00	30.00
EWig, Kathryn, Mt. Olive, Ill.....	7.50				7.50
File, Quenton, Cypress, Ill.....		10.00	10.00	10.00	30.00
Foster, Marjorie, Centralia, Ill.....		10.00	10.00	10.00	30.00
Foster, Raymond, Rosiclare, Ill.....		10.00	10.00	10.00	30.00
Freeman, Beulah, Benton, Ill.....		10.00	10.00	10.00	30.00
Fulkerson, Merle, Carterville, Ill.....		10.00	10.00	10.00	30.00
Galloway, Eileen, Sesser, Ill.....	7.50	10.00	10.00	2.50	30.00
Garrett, Miriam, Madison, Ill.....		10.00	10.00	10.00	30.00
Garrison, Margaret, Johnston City..		10.00	10.00	10.00	30.00
Garrison, Myrtle, Opdyke, Ill.....		10.00	10.00	10.00	30.00
Gebauer, Anna May, Troy, Ill.....		10.00	10.00	10.00	30.00
Gibson, Opal, Mt. Carmel, Ill.....		10.00	10.00	10.00	30.00
Giltner, Eva, Brookport, Ill.....	7.50				7.50
Goodman, Carl, Dongola, Ill.....		10.00			10.00
Graesser, Marie, Trenton, Ill.....		10.00	10.00	10.00	30.00
Griffith, Eva, Cobden, Ill.....		10.00	10.00	10.00	30.00
Gruber, Fern, Dowell, Ill.....	7.50	10.00	10.00	2.50	30.00
Gulley, Halbert, Sesser, Ill.....		10.00	10.00	10.00	30.00
Gum, Betty, Salem, Ill.....		10.00	10.00	10.00	30.00
Hamann, Doris, Belleville, Ill.....		10.00	10.00	10.00	30.00
Hamann, Richard, Mascoutah, Ill...		10.00	10.00	10.00	30.00
Hamilton, Hope, St. Louis, Mo.....		10.00	10.00	10.00	30.00
Hargis, Lois, Sparta, Ill.....		10.00	10.00	10.00	30.00
Harris, Betty, East St. Louis, Ill....		10.00	10.00	10.00	30.00
Harris, Lillian, Mounds, Ill.....			10.00	10.00	20.00
Harvey, Shirley, Farina, Ill.....		10.00	10.00	10.00	30.00
Hefner, Wilma, McLeansboro, Ill....		10.00	10.00	10.00	30.00
Heinzman, Mary, Christopher, Ill...		10.00	10.00	10.00	30.00
Hentze, Melvin, Lenzburg, Ill.....	7.50	10.00	10.00	2.50	30.00
Hill, Max, Carbondale, Ill.....		10.00	10.00	10.00	30.00
Holloway, Frank, Murphysboro, Ill...		10.00	10.00	10.00	30.00
Holmes, Jessie, Tamms, Ill.....	7.50				7.50
Honey, Edward, Cairo, Ill.....		10.00	10.00	10.00	30.00
Hood, Elaine, Harrisburg, Ill.....		10.00	10.00	10.00	30.00
Hooker, Clifford, McClure, Ill.....		10.00	10.00	10.00	30.00
Huffman, Mable, Grand Tower, Ill...		10.00	10.00	10.00	30.00
Hyte, Ida, Mound City, Ill.....		10.00	10.00	10.00	30.00
Johns, Mary Ellen, McLeansboro, Ill.	7.50	10.00	10.00		27.50
Johnson, Lucyella, Harrisburg, Ill...		10.00	10.00	10.00	30.00
Johnson, Mary E., Kimmunity, Ill...		10.00	10.00	10.00	30.00
Jones, Beulah, Cowden, Ill.....		10.00	10.00	10.00	30.00
Jones, Warren, Ridgeway, Ill.....		10.00	10.00	10.00	30.00
Karcher, William, Dahlgren, Ill....		10.00	10.00	10.00	30.00
Karnes, Gail, Raleigh, Ill.....		10.00	10.00	10.00	30.00
Keith, Ruby, Duquoin, Ill.....		10.00	10.00	10.00	30.00
Kelley, Dorothy, East St. Louis, Ill..		10.00	10.00	10.00	30.00
Kennedy, Mary Ann, Brookport, Ill...		10.00	10.00	10.00	30.00
Kias, Audrey, Coulterville, Ill.....		10.00	10.00	10.00	30.00
Kiel, Wanda Ruth, Murphysboro...	3.75	10.00	10.00	6.25	30.00
Kilgore, Wilene, Zeigler, Ill.....		10.00	10.00	10.00	30.00
Kiphart, Leona, Grand Tower, Ill...		10.00	10.00		20.00
Klopper, Raymond, Marissa, Ill....		10.00	10.00	10.00	30.00
Kremmel, Thelma, Columbia, Ill.....		10.00	10.00	10.00	30.00
Lentz, Diana, Anna, Ill.....		10.00		10.00	20.00

TEACHERS COLLEGE BOARD

Name and Address	Summer Term	Fall Term	Winter Term	Spring Term	Total
Lipker, Martha, Valmeyer, Ill.....		\$10.00	\$10.00	\$10.00	\$30.00
Lorinski, Tophelia, Herrin, Ill.....		10.00	10.00	10.00	30.00
Makuh, Steve, Benld, Ill.....		10.00	10.00	10.00	30.00
Mathis, Verna Mae, Grantsburg, Ill..		10.00	10.00	10.00	30.00
McBrien, Margaret, Venice, Ill.....		10.00	10.00		20.00
McBride, Orval, Ava, Ill.....		10.00	10.00	10.00	30.00
McCall, Marcenna, Murphysboro, Ill..		10.00	10.00	10.00	30.00
McCall, Mary, Murphysboro, Ill.....		10.00	10.00	10.00	30.00
McIlrath, Joy, Cutler, Ill.....	\$7.50	10.00	10.00	2.50	30.00
McLaughlin, Doris, Petersburg, Ill...	7.50				7.50
McLaughlin, Pauline, Tallula, Ill....		10.00	10.00		20.00
Meyer, Virginia, Granite City, Ill.....		10.00	10.00	10.00	30.00
Miller, Georgia, Centralia, Ill.....		10.00	10.00	10.00	30.00
Milo, Winona, Lenzburg, Ill.....		10.00	10.00	10.00	30.00
Mitchell, Dorothy, Carriers Mills, Ill.	7.50	10.00	10.00	2.50	30.00
Moore, Altha Lee, East St. Louis, Ill..		10.00	10.00	10.00	30.00
Moore, Dorothea, Benton, Ill.....		10.00	10.00	10.00	30.00
Morris, Betty Lou, Carbondale, Ill....				10.00	10.00
Morse, Ruby, Carriers Mills, Ill.....		10.00	10.00	10.00	30.00
Mueller, Ruth, East St. Louis, Ill....		10.00	10.00	10.00	30.00
Niedringhaus, D., Granite City, Ill.		10.00	10.00	10.00	30.00
Nieman, Ruth, Centralia, Ill.....		10.00	10.00	10.00	30.00
Norman, Roxie, Mulberry Grove, Ill..		10.00	10.00	10.00	30.00
Norton, Lenell, Danville, Ill.....		10.00	10.00		20.00
Oglesby, George, Harrisburg, Ill.....	7.50				7.50
Pannell, Eloise, Collinsville, Ill.....		10.00	10.00	10.00	30.00
Pantaleo, Vincent, Duquoin, Ill.....		10.00	10.00	10.00	30.00
Parson, Alice E., Carlinville, Ill.....		10.00	10.00	10.00	30.00
Patterson, Claire, Carbondale, Ill....		10.00	10.00	10.00	30.00
Patterson, Evelyn, Marion, Ill.....		10.00	10.00	10.00	30.00
Patterson, Johnson, East St. Louis, Ill.		10.00	10.00	10.00	30.00
Payne, Paul, Ullin, Ill.....		10.00	10.00	10.00	30.00
Pearce, Mary D., McClure, Ill.....		10.00		10.00	20.00
Penrod, Eulita, Dongola, Ill.....		10.00	10.00	10.00	30.00
Petersen, Mary M., Belleville, Ill....		10.00	10.00	10.00	30.00
Pieper, Bernice, Valmeyer, Ill.....		10.00	10.00	10.00	30.00
Plog, Eileen, Chester, Ill.....		10.00	10.00	10.00	30.00
Poston, Dorothea, Campbell Hill, Ill.		10.00	10.00	10.00	30.00
Rath, Dorothy, Vergennes, Ill.....		10.00	10.00	10.00	30.00
Redmond, Dorothy, Granite City, Ill..		10.00	10.00	10.00	30.00
Reedy, Alma, East St. Louis, Ill.....		10.00	10.00	10.00	30.00
Reiner, Dorothy, Harrisburg, Ill....		10.00	10.00	10.00	30.00
Roberts, Samuel, Carbondale, Ill....		10.00	10.00	10.00	30.00
Rodd, Ella Mae, Marion, Ill.....		10.00	10.00		20.00
Rodd, Theodore, Marriion, Ill.....	7.50	10.00	10.00	2.50	30.00
Russell, Dorothy, Hamletsburg, Ill...			10.00		10.00
Samuels, Gene, Johnston City, Ill....		10.00	10.00	10.00	30.00
Sanders, Lularose, Hurst, Ill.....		10.00	10.00	10.00	30.00
Scanlin, Frank, Ullin, Ill.....		10.00	10.00	10.00	30.00
Schmidt, Ann, Farina, Ill.....		10.00	10.00	10.00	30.00
Sharknas, Alby, West Frankfort, Ill.	7.50	10.00	10.00	2.50	30.00
Shudinis, Constance, W. Frankfort, Ill.		10.00			10.00
Simpson, June, Metropolis, Ill.....			10.00	10.00	20.00
Singleton, Paula, Cairo, Ill.....			10.00		10.00
Skibinski, Wyvonne, Richview, Ill...		10.00	10.00	10.00	30.00
Slunaker, Freida, Calhoun, Ill.....		10.00	10.00	10.00	30.00
Smith, James M., W. Frankfort, Ill.		10.00	10.00	10.00	30.00
Smith, Thedazell, Harrisburg, Ill....		10.00	10.00	10.00	30.00
Smith, Ulva Mae, Jonesboro, Ill.....		10.00	10.00	10.00	30.00
Snider, Exie, Blairsville, Ill.....	7.50	10.00	10.00	2.50	30.00
Starks, Ida, Karnak, Ill.....		10.00	10.00	10.00	30.00
Stewart, Berdyne, Steelville, Ill....		10.00			10.00
Stratton, Ivarene, Hettick, Ill.....		10.00	10.00	10.00	30.00
Sutton, Alan, Hurst, Ill.....	7.50	10.00	10.00	2.50	30.00
Swanson, Sue, Norris City, Ill.....	7.50	10.00	10.00	2.50	30.00
Tate, Hilda, Centralia, Ill.....		10.00	10.00	10.00	30.00
Tate, Virginia, Buckner, Ill.....		10.00	10.00	10.00	30.00
Telford, Joe, Salem, Ill.....		10.00	10.00	10.00	30.00
Thalgott, Robert, Zeigler, Ill.....	7.50	10.00	10.00	2.50	30.00
Thomas, Ruby, Mounds, Ill.....		10.00	10.00	10.00	30.00
Thomason, Vada, Bluford, Ill.....		10.00	10.00	10.00	30.00
Thompson, Donna, Vandalia, Ill.....		10.00	10.00	10.00	30.00
Thompson, Genevieve,					
Thompsonville, Ill.....		10.00	10.00	10.00	30.00
Thompson, Wanda, Marion, Ill.....	7.50	10.00	10.00	2.50	30.00
Todd, Ellen, Greenville, Ill.....	7.50	10.00	10.00	2.50	30.00
Tom, Ted, Carterville, Ill.....		10.00	10.00	10.00	30.00
Triplett, Mary E., Metropolis, Ill...			10.00	10.00	20.00
Tuthill, Harry, Vergennes, Ill.....		10.00	10.00	10.00	30.00

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Name and Address	Summer Term	Fall Term	Winter Term	Spring Term	Total
Tuttle, Marjorie, Ina, Ill.....		\$10.00	\$10.00	\$10.00	\$30.00
Ulrich, Eugene, Grand Chain, Ill....		10.00	10.00	10.00	30.00
Urbanik, Clara, Christopher, Ill.....	\$7.50				7.50
Valentine, Lena, Carbondale, Ill.....		10.00	10.00		20.00
Veath, Irma, Belleville, Ill.....		10.00	10.00	10.00	30.00
Wagner, Charles, Harrisburg, Ill. . .		10.00	10.00	10.00	30.00
Wallhaus, Ruth, Waterloo, Ill.....		10.00	10.00		20.00
Walter, Versa, Brownfield, Ill.....		10.00	10.00	10.00	30.00
Watson, Mary B., Eldorado, Ill.....	7.50		10.00	10.00	27.50
Webb, Margaret, Tamm's, Ill.....		10.00	10.00	10.00	30.00
Weiss, Arthur, Freeburg, Ill.....		10.00	10.00	10.00	30.00
Whalen, Patricia, Brookport, Ill....		10.00	10.00	10.00	30.00
Wham, Ann, Centralia, Ill.....		10.00	10.00	10.00	30.00
Wheeler, Francis, Carlinville, Ill.....		10.00			10.00
Whistler, Clarence, Ava, Ill.....		10.00	10.00	10.00	30.00
Whitney, Francis, Grayville, Ill....		10.00	10.00	10.00	30.00
Whittington, Mildred, Whittington, Ill.		10.00			10.00
Wilhelm, Agnes, Collinsville, Ill.....		10.00	10.00	10.00	30.00
Williams, Maxine, Cobden, Ill.....	7.50				7.50
Williamson, Howard, Campbell Hill, Ill.....	7.50	10.00	10.00	2.50	30.00
Wilmore, Ora, West Frankfort, Ill....		10.00			10.00
Wilson, Lawrence, Mound City, Ill....		10.00			10.00
Wright, Dorothy, Murphysboro, Ill...		10.00	10.00	10.00	30.00
Young, Kathryn, Rosiclare, Ill.....		10.00	10.00		20.00
Total	\$243.75	\$1,940.00	\$1,910.00	\$1,646.25	\$5,740.00

II. and III. FACULTY AND OTHER SCHOOL EMPLOYEES

1. Miss Aileen Carpenter, who has been employed in the Physical Education Department of the College since 1929, presents her resignation in order to accept a position as Head of the Health and Physical Education Department of the Teachers College at Kansas City, Missouri, where present salary and yearly advancement are both much better than anything we can offer here. It is recommended that the acceptance of this resignation be approved by the Board.

We are temporarily filling the vacancy by employing Miss Mary Ann Hewitt as a substitute instructor at a salary of \$125 per month. Miss Hewitt does not have the educational qualifications necessary for permanent appointment. However, we thought it well not to break up the routine in the department again this year and are, therefore, recommending that she be retained for the Summer Term only.

2. Dr. Mary Goddard, who has been employed in the Botany Department at the College since 1929, presents her resignation to accept a position in the Biology Department at Wilson Junior College in Chicago.

I am asking the Board to approve the acceptance of Miss Goddard's resignation. I am submitting her letter of resignation together with that of Miss Aileen Carpenter in an appendix to this report, for the record.

3. The position left vacant in the Botany Department by the resignation of Miss Goddard has been filled by Mr. Walter B. Welch. Mr. Welch took his A.B. Degree at Wabash College in 1926, his Master in Science at the University of Chicago in 1930, and his Doctor of Philosophy at the University of

Chicago in 1937. I am asking the Board to validate his appointment effective January 3, 1939, at a salary of \$250 a month.

4. When Miss Martha Scott, in the Botany Department, was granted a leave of absence last year, her position was not filled. An arrangement was made with the Botany Department by which her position was to be left vacant during the Fall and Winter Terms but was to be filled temporarily for the Spring Term when the work in botany is heaviest. Accordingly, Mr. William Marberry was employed beginning March 13, 1939, at a salary of \$250 a month. Mr. Marberry's appointment is for the Spring and Summer.
5. Mrs. Cora Corzine, who was employed for ten years as Senior Department Stenographer at the College, left her position on November 15, 1938, to join her husband in Washington. Mrs. Mabel Howell has been placed in the position left vacant by Mrs. Corzine. Mrs. Howell, whose home is East St. Louis, has been working in the office as a student assistant during the past four years. Her appointment through regular civil service channels is pending.
6. I am sorry to report that Frank Bowers, who had been employed as a fireman for the College since 1906, died on December 6. Mrs. Bowers has filed suit in the Court of Claims, claiming that Mr. Bowers' death resulted from an injury to his finger received November 10.
7. The place left vacant by the death of Frank Bowers has been filled by Fred Miller of East St. Louis, who was sent to the College through regular civil service channels.
8. In order to carry the work of the Summer Term in the Department of Commerce, it will be necessary to employ a temporary instructor, since Mr. Buboltz has requested a leave of absence for the Summer Term to attend school. For this vacancy I am recommending Principal T. Leo Dodd of the Eldorado High School, at a salary of \$400 for the eight weeks. Mr. Dodd has his master's degree in commerce from the University of Chicago and is fully qualified for the work.
9. I am presenting below the payroll for the Summer Session. In order to pay all salaries and wages provided for on this payroll up to the end of the fiscal year on July 1, it will be necessary to draw \$4,076.08 from the Revolving Fund. The money is available in this fund.

It is noteworthy that last year when the salary schedules for the year were approved, I predicted that it would be necessary to draw upon the Revolving Fund for \$7,000. (See Report for June 20, 1938, Page 13.) Actual expenditures for the June portion of the Summer Term are thus \$3,623.25 under the estimate. Because of unforeseen and unavoidable drafts on our Revolving Fund imposed by the large enrollment for

PROCEEDINGS

the regular year, it was necessary to make this saving in order to keep from depleting our Revolving Fund beyond the point of safety.

SUMMER SESSION PAYROLL, 1939

FACULTY

		Salary 1939
Agriculture		
Muckelroy, R. E., Professor	8 weeks	\$844.44
Cassell, R. C., Unclassified	8 weeks	520.00
Art		
Williams, Gladys P., Associate Professor	8 weeks	533.32
Roach, Lulu D., Assistant Professor	8 weeks	533.32
Shryock, Burnett H., Assistant Professor	8 weeks	450.00
Botany		
Bailey, William M., Professor	8 weeks	844.44
Welch, W. B., Unclassified	8 weeks	500.00
Marberry, William, Unclassified	8 weeks	500.00
Chemistry		
Neckers, J. W., Professor	8 weeks	755.54
Scott, R. A., Associate Professor	8 weeks	666.66
Abbott, T. W., Associate Professor	8 weeks	733.32
Van Lente, K. A., Associate Professor	8 weeks	666.66
Commerce		
Bryant, T. L., Assistant Professor	8 weeks	644.44
Ogden, Susie, Assistant Professor	8 weeks	444.44
Dodd, T. Leo, Unclassified	8 weeks	400.00
Economics		
Brainard, Harry G., Associate Professor	8 weeks	670.00
Dillow, James W., Instructor	8 weeks	430.00
Education		
Warren, F. G., Associate Professor	8 weeks	844.44
Thalman, W. A., Associate Professor	8 weeks	688.88
Ragsdale, Ted R., Assistant Professor	8 weeks	600.00
Gellermann, Louis W., Associate Professor	8 weeks	600.00
Stearns, T. L., Assistant Professor	8 weeks	600.00
English		
Neely, Julia, Associate Professor	8 weeks	555.54
Crawford, Mary, Assistant Professor	8 weeks	555.54
Power, Esther, Associate Professor	8 weeks	555.54
Krappe, Edith S., Associate Professor	8 weeks	555.54
Tenney, Charles D., Associate Professor	8 weeks	666.66
Magnus, Dorothy B., Assistant Professor	8 weeks	540.00
Schneider, William B., Assistant Professor	8 weeks	600.00
Barber, Julia Minnette, Assistant Professor, Head of Anthony Hall	8 weeks	540.00
Foreign Language		
Peacock, Vera L., Professor	8 weeks	688.88
Smith, Madelyn, Assistant Professor	8 weeks	466.66
Davis, J. Cary, Assistant Professor	8 weeks	555.54
Dallmann, William P., Assistant Professor	8 weeks	570.00
Geography		
Barton, Thomas F., Professor	8 weeks	630.00
Cox, Flemin W., Associate Professor	8 weeks	666.66
Krause, Annemarie E., Assistant Professor	8 weeks	500.00
Entsminger, Mary, Instructor	8 weeks	466.66
History		
Beyer, Richard L., Professor	8 weeks	733.32
Lentz, E. G., Associate Professor	8 weeks	740.66
Baker, Sara S., Assistant Professor	8 weeks	511.10
Pardee, Charles J., Assistant Professor	8 weeks	533.32
Cramer, Clarence H., Associate Professor	8 weeks	666.66
Wright John I., Assistant Professor	8 weeks	533.32
Barnes, Sherman B., Assistant Professor	8 weeks	560.00
Household Arts		
Woody, Lucy K., Associate Professor	8 weeks	617.10
Barnes, Mary Louise, Assistant Professor	8 weeks	466.66

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Industrial Arts

Petersen, Louis C., Assistant Professor.....	8 weeks	\$733.32
Schroeder, J. Henry, Instructor.....	8 weeks	511.10

Mathematics

Mayor, John R., Professor.....	8 weeks	630.00
Wright, Alice Kelsey, Assistant Professor.....	8 weeks	488.88
Purdy, J. R., Associate Professor.....	8 weeks	688.88

Music

McIntosh, David S., Associate Professor.....	8 weeks	617.10
Margrave, Wendell, Instructor.....	8 weeks	469.10
Van Cleave, Emerson S., Unclassified.....	8 weeks	400.00

Physical Education

McAndrew, William, Associate Professor.....	8 weeks	688.88
Lingle, Leland P., Assistant Professor.....	8 weeks	533.32
DiGiovanna, Vincent, Assistant Professor.....	8 weeks	600.00
Etheridge, Frances D., Assistant Professor.....	8 weeks	511.10
Muzzey, Dorothy M., Assistant Professor.....	8 weeks	444.44
Martin, Glen, Instructor.....	8 weeks	533.32
Hewitt, Mary Ann, Unclassified.....	8 weeks	250.00

Physics

Young, O. B., Associate Professor.....	8 weeks	688.88
Zimmerschied, Charlotte, Assistant Professor.....	8 weeks	533.32

Physiology and Health Education

Hinrichs, Marie A., Associate Professor and School Physician.....	8 weeks	610.00
Denny, Florence, Instructor and School Nurse.....	8 weeks	444.44

Political Science

Swartz, Willis G., Professor.....	8 weeks	710.00
Alexander, Orville, Assistant Professor.....	8 weeks	533.32

Sociology

Bowden, R. D., Professor.....	8 weeks	710.00
Randolph, Victor, Assistant Professor.....	8 weeks	400.00
Gum, Wanda Newsum, Assistant to Dean of Women.....	4 weeks	200.00

Zoology

Stein, Hilda, Associate Professor.....	8 weeks	577.76
Gersbacher, Willard M., Assistant Professor.....	8 weeks	560.00

Practice Department

Merwin, Bruce W., Director of Training Schools, Professor.....	8 weeks	760.00
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University High School

Wells, Florence A., Critic, Instructor.....	8 weeks	444.44
Logan, C. C., Critic, Instructor.....	8 weeks	577.76
Gibbons, M. Alberta, Critic, Assistant Professor.....	8 weeks	466.66
Hall, Emerson E., Instructor.....	8 weeks	444.44
Lawson, Douglas E., Assistant Professor.....	8 weeks	500.00
Smith, Gladys L., Instructor.....	8 weeks	444.44
McCreight, Rockwell, Instructor.....	8 weeks	360.00

Elementary Training School

Cisne, W. G., Superintendent, Associate Professor.....	8 weeks	745.54
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Allyn Training School

Hall, Emerson E., Instructor.....	8 weeks	444.44
Troutt, Madge, Critic, Instructor.....	8 weeks	444.44
Bach, Louise, Critic, Instructor.....	8 weeks	456.00
Rogers, Ora, Critic, Instructor.....	8 weeks	444.44
Fulfs, Ruth Husband, Critic, Instructor.....	8 weeks	422.22
McNeill, Elsie Parrish, Critic, Instructor.....	8 weeks	430.00
Teel, Harley R., Critic, Instructor.....	8 weeks	430.00
Clark, Lulu R., Critic, Instructor.....	8 weeks	466.66
Mott, Sina M., Critic, Assistant Professor.....	8 weeks	460.00
Cagle, Fred, Critic, Instructor.....	8 weeks	360.00

Rural Training School

Barnes, Fred P., Instructor.....	8 weeks	430.00
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Library

Bosley, Howard E., Associate Professor.....	4 weeks	277.77
Hart, Fay, Assistant Professor.....	4 weeks	233.33
Hankla, Golda, Instructor.....	8 weeks	300.00

IV. THE ORGANIZATION

1. The following calendar for the school year 1939-40 is submitted to the Board for approval:

MID-SPRING SESSION

1939

April 29, Saturday.....Registration
 May 28, Sunday.....Baccalaureate Sermon
 May 30-June 1, Tuesday-Thursday.....Final Examinations
 June 2, Friday.....Sixty-fourth Annual Commencement

SUMMER SESSION

June 12, Monday.....Registration, Summer Session
 June 13, Tuesday.....Instruction begun
 August 3-4, Thursday-Friday.....Final Examinations

FALL QUARTER

September 11-13, Monday-Wednesday.....Registration
 September 14, Thursday.....Instruction begun
 October 20-21, Friday-Saturday.....Homecoming
 November 28-29, Tuesday-Wednesday...Final Examinations
 November 30-December 1, Thursday-Friday.....
Thanksgiving Recess

WINTER QUARTER

December 4, Monday.....Registration
 December 5, Tuesday.....Instruction begun
 December 23, Saturday.....Christmas vacation begun
 1940

January 8, Monday.....Instruction resumed
 March 7-8, Thursday-Friday.....Final Examinations
 March 9-17.....Spring Vacation

SPRING QUARTER

March 18, Monday.....Registration
 March 19, Tuesday.....Instruction begun
 June 2, Sunday.....Baccalaureate Service
 June 4-6, Tuesday-Thursday.....Final Examinations
 June 7, Friday.....Sixty-fifth Annual Commencement

SUMMER SESSION, 1940

June 10, Monday.....Registration
 June 11, Tuesday.....Instruction begun
 August 1-2, Thursday-Friday.....Final Examinations

2. I cannot emphasize too strongly the desperate situation which confronts the College as a result of the increased enrollment. At the close of the Fall Term, the Dean of Men, the Dean of Women, and the Freshmen Sponsors, who have the responsibility for eliminating the unsuccessful students from the school, were asked to be as strict as possible. In spite of this the Winter Term enrollment fell off less than past experience led us to expect. Again, at the close of the Winter Term we eliminated over one hundred students, and again the enrollment was maintained at more than three hundred fifty students above last Spring Term. New students who were mid-year graduates from a number of high schools in our area made up for the losses through the stricter elimination policy. We have been operating under emergency conditions all year, with a faculty that is far too small to do justice either to students or to their own work. Discouragement and overwork are causing some of the best members of our faculty to seek employment elsewhere, and our salary schedule is not one that offers much competition with similar colleges.

I am reporting two resignations in this report and one was reported last time. One of those persons, Miss Carpenter, is outstanding in her field and already has a national reputation. Unless some means are provided by which a substantial increase may be made in our faculty, it will be necessary to limit enrollment next year to not more than fifteen hundred students. I do not think that any arbitrary limitation of enrollment in Southern Illinois will be desirable, either from the standpoint of public reaction to the College and to the State administration, or from the standpoint of sound public policy for Southern Illinois. In these trying times Southern Illinois State Normal University is desperately needed by the young people whom it serves and by their parents. Therefore, I should like to urge most strongly that funds be provided to make a substantial increase in the number of faculty members.

It is my honest conviction that the College cannot operate efficiently with its present student load on less than the modest amount of money that we originally requested in our budget request presented to the Budget Committee of the Board.

V. THE CURRICULUM—No report.

VI. BUILDINGS AND GROUNDS.

1. It is respectfully requested that the Board reallocate, subject to the Governor's approval, the following amounts of money from the balance in the Permanent Improvement Fund for improvements to the Southern Illinois Normal University.
 - a. \$33,500 for the purchase of the land which was previously approved by the Board.

b. \$7,000 for redecorating the entire Auditorium building. This makes a total of \$40,500, all of which has been previously approved by the Board.

2. Working with the WPA District Office in Herrin, Illinois, under the direction of Captain A. G. Foote, we have been able to work out a very generous and favorable WPA project for the College. I am presenting below a summary of this project:

Estimated cost of proposed project.....	\$115,000
Sponsor's contribution	35,000

Sponsor's contribution to be obtained as follows:

- | | |
|--|------------------|
| a. State Funds now available for expenditure from operating accounts: | |
| 1. Re-roofing gymnasium | \$5,000 |
| 2. Repairing buildings | 1,400 6,400 |
| b. State funds now allotted from Permanent Improvement Appropriation by Board: | |
| 1. Decorating interior of auditorium..... | 7,300 |
| c. State funds which will be available for repairs when new biennial appropriations are received.... | 2,500 |
| d. Additional funds to be obtained..... | 18,800 |
| | <hr/> |
| | \$ 35,000 |

The Board will observe that we are being given credit for the money that is being spent for the re-roofing of the Gymnasium, for the painting of the Auditorium, and for all of the general repairs that need to be done anyway about the College. These funds are being counted as State contribution in order to raise the total amount of the project. In order for us to go through with the project in full, it will be necessary for us to secure \$18,800 in additional funds between now and the first of July, 1940. If it is not already completely allocated, I should like to ask that as much of the \$18,800 as possible be taken from the funds remaining in the permanent improvement appropriation for the current biennium. However, if this is not possible, then the funds ought to be secured from the new permanent improvement appropriation, since we should not want to lose this very generous amount of federal money.

3. An examination of the campus and the buildings at Carbondale will impress any visitor who knows anything about landscaping and architecture that great permanent damage to the appearance of the plant has been done because there was no long range plan for the placing of buildings and for the choice of style in architecture. There are other matters in connection with the lay-out of the grounds and with the long range equip-

ment and arrangement of the physical properties of the College that would profit very greatly by having a consistent long range plan which would look ahead for a hundred years if possible. The University of Illinois and most of the other large universities as well as many of the larger and the more progressive small cities have such long term plans. We ought to be giving some thought to providing such plans at Carbondale. I should like, therefore, to have the Board authorize the Advisory Committee and the President at Carbondale to proceed with the two projects that concern this matter during the next biennium.

First, I should like to have authority to appoint a Long Term Planning Committee, the personnel of which shall consist of the members of the Advisory Committee of the Board of the College, the President, the Business Manager, six members of the faculty, to constitute a Planning Committee for the College. This Committee, which would be more permanent than any college administration or any single Board or Board Committee, would, therefore, be able to prepare and recommend a consistent long range plan. Their action would be at all times, legally and otherwise, subject to the will of the Board. Their function would be entirely advisory but it might be nonetheless valuable for that reason. I should like to have authority to set up the committee.

The second project for which I should like to have tentative approval of the Board is that this committee, subject always to the approval of the Board, should try to get a competent person from the State Architect's Office or from the Federal Art Project, or if this is not possible, to employ for a reasonable fee a highly competent landscape architect to go over the present plant of the College and to lay out for the Planning Committee a rough plan for the future improvement and development of the College campus, the details for which would be worked out as they develop.

VII. AUXILIARY ENTERPRISES

1. Report on Baptist Foundation:

At the last meeting of the Board I was instructed to prepare for the Chairman of the Advisory Committee for the College a complete report of the situation concerning the Baptist Foundation at the College. Within a few weeks after the meeting, I invited the members of the Advisory Committee of the College to have a meeting on the campus. Mr. Dill and Mrs. Green attended. Dr. Sunderman was unable to come. At this meeting we went over the matter and I prepared a report for Mr. Dill which, I presume, Mr. Dill will present at the next meeting of the Board.

VIII. STUDENT LIFE—No report.

IX. MISCELLANEOUS

1. I am pleased to report that the work for the American Council on Education and the American Association of Teachers Colleges which Mr. Edward V. Miles, the Business Manager of the College, was given permission to do two years ago is now practically complete. I have with me a copy of the monograph which Mr. Miles prepared.

At the recent meetings of the American Association of Teachers Colleges, the American Association accepted this monograph as the official manual of accounting procedures for members of the Association; it approved its publication at the expense of the Association; and appropriated the money to pay the cost of holding regional conferences at several different points in the United States to secure its adoption.

I believe this is the most substantial recognition for scholarly work of national scope that has ever come to Southern Illinois Normal University.

2. During the past year the American Council on Education, which is the most important privately supported education organization in the United States, has established a Commission on Teacher Education, which is to spend \$500,000 in the next five years in a general effort to improve teacher education in the United States. It seems possible, though not certain, that Southern Illinois Normal University will be selected as one of the fifteen teacher training centers in the United States with which the Commission will cooperate. I have placed in the hands of members of the Advisory Committee for Southern Illinois Normal University copies of the booklet describing the plan of the Commission in full. Cooperation with the Commission cannot possibly do the College any harm and will undoubtedly do it a great amount of good. The recognition alone, which is implied in being selected by the Commission, is worth a great deal to the College and to the State of Illinois.

I should like to have the approval of the Board to make whatever agreements are necessary to cooperate with the Commission; provided, of course, such agreements do not entail the expenditure of money which cannot be provided from the Budget of the College which will be set up under the new appropriation.

3. The Carbondale chapter of the American Association of University Professors has raised something more than a thousand dollars to donate to a fund for aid to German and Austrian professors in exile. The pitiful plight of most of the first-rate scholars of Germany and Austria is well known to everyone, and this money has been raised among members of the faculty

and a few outsiders to help to tide one of them over until his own country may return to sanity or until he may have found permanent employment elsewhere.

The Committee has found that the thousand dollars that they have collected may be matched by the Oberlaender Trust of Philadelphia, and that in this way a sufficient amount can be provided to pay the salary of one of these professors for a year at Carbondale, if the Board agrees to accept his services. This matter has also been discussed with Mrs. Green and Mr. Dill and has their tentative approval.

Since speaking to Mrs. Green and Mr. Dill the Committee has secured the credentials of a number of these scholars who are available and we have tentatively selected as the best of the lot the credentials of Dr. Erich Franzen. These credentials are available now for examination by the Board. I should like to have the approval of the Board to go ahead with this project. It is understood that the Board incurs no financial obligation, that no State funds are to be used in any way for the support of this professor, but that his services are to be given to the College by the American Association of University Professors Committee and the Oberlaender Trust. He will be completely subject to the Administration of the College while he is attached to the faculty.

4. We have been in conference with Dean Carmichael of the University of Illinois concerning the question of using a few graduate assistants who are finishing their work for the doctor's degree at the University of Illinois as instructors on the staff of the College at Carbondale. These assistants would be selected from among the graduate students at the University subject to our approval and to the approval of the departments in which they are doing their work. They would teach at Southern Illinois Normal University for approximately the same salaries they would get for similar teaching at the University of Illinois. Our proposal is to use not more than four such students at the most and to set the matter up on an experimental basis so that either we or the University of Illinois may discontinue it at the close of any academic year. This matter has also been discussed with Mrs. Green and Mr. Dill of the Advisory Committee and has their tentative approval. It is our judgment that such cooperation with the University of Illinois would have the following values:

- (1) It would provide to the College some high grade instruction at less than the cost of employing full time faculty members who are not doing graduate work.

- (2) It would help the University of Illinois in that it would provide for them a few more graduate assistantships than they could provide in their own university.

(3) It would help the student, first, in providing him with some income while he finishes his graduate work, and second, it would give him experience in a college of a different type from the one in which he is doing his graduate work.

(4) It is a step toward closer cooperation and coordination of function between the University and the Teachers College, which ought to be valuable to both institutions and economical for the taxpayers of Illinois in that it will avoid too much overlapping and duplication of function.

(5) It is possible that the rather large increase in enrollment which we have had in the last few years may not be permanent, in which event it will be much easier for all concerned to dispense with the services of the graduate assistants, than it would with full-time faculty members whose appointments are presumed to be permanent during good work.

**REPORT OF THE
SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY
CARBONDALE**

The President of Southern Illinois Normal University then presented a supplemental report, which is given herewith in full:

Supplement to Board Report for May 26, 1939

Since the formal Report to the Board, which was prepared for the meeting that had been called for May 26, two other matters have come up that require attention from the Board. I should like to present these matters briefly, and then I should like to include them in the summary for approval by the Board.

1. I have distributed to the members of the Board some corrected copies of the Board Report which was prepared for the meeting of May 26. I respectfully refer the Board to this corrected copy of the Summer Session Payroll and ask its approval.

2. Since Section 2 of Part IX of the Board Report concerning the Commission on Teacher Education was prepared, the Board of Directors of the Commission has met and has definitely selected Southern Illinois State Normal University as one of the fifteen colleges in the United States to serve as cooperating institutions with the Commission. The letter from the Director of the Commission follows:

June 5, 1939

Dear President Pulliam:

It is my pleasant duty to inform you that the Commission on Teacher Education has acted favorably on the application of Southern Illinois State Normal University to be included in the cooperative study of teacher education, plans for which were

described in the Commission's February, 1939, statement. Similar action has been taken in the cases of fourteen other institutions, namely :

Claremont Colleges, Claremont, California.

Colorado State College of Education, Greeley, Colorado.

Columbia University (Columbia College, Barnard College, and Teachers College), New York, New York.

Eastern Kentucky State Teachers College, Richmond, Kentucky.

New Jersey State Teachers College, Newark, New Jersey.

Oberlin College, Oberlin, Ohio.

Ohio State University, Columbus, Ohio.

Stanford University, Palo Alto, California.

State Teachers College, Milwaukee, Wisconsin.

State Teachers College, Troy, Alabama.

University of Nebraska, Lincoln, Nebraska.

University of North Carolina, Chapel Hill, North Carolina.

University of Texas, Austin, Texas.

Western State Teachers College, Kalamazoo, Michigan.

In order that there may be no possibility of misunderstanding, it seems wise to state the assumptions on which the Commission's action has been predicated. These assumptions are :

(1) That the expressed desire to participate vigorously in the study reflects the attitude of both faculty and administration ;

(2) That participation will reflect a concern with the total problem of teacher education as conditioned by local circumstances, although at different times particular elements may claim especial attention ;

(3) That a clear purpose is to contribute to the success of a cooperative enterprise, national in scope and designed for the advantage of teacher education everywhere ;

(4) That the intent is to participate in the study during the full life of the Commission, which extends to January 1, 1943 ;

(5) That a reasonable amount of staff time will be freed so as to provide for local coordinating activities, for taking part in conferences, workshops, and the like, and for sharing benefits with other groups ; and

(6) That careful records of local plans and procedures will be kept, that outcomes will be evaluated as thoroughly as possible, and that the results will be made available to the Commission.

It is not, of course, the intention of the Commission to ask participating groups to submit to any dictation or to make sacrifices out of proportion to the benefits which they themselves may hope to gain. The provision of consultant services and of

conference, workshop, and collaboration-center opportunities have already been planned under grants expiring on December 31, 1940, and December 31, 1941, respectively, but both subject to review as to the desirability of their extension. The Commission also expects to be able to contribute to the common enterprise in other ways, to be determined in consultation with the cooperating groups. Details with respect to all these matters will have, of course, to be worked out later.

In this connection, however, the August Planning Conference which has been scheduled by the Commission assumes a very important aspect. This conference will be held at Bennington College, Bennington, Vermont, from August 21st to September 2d. Its main purpose will be to enable representatives of the Commission and of the participating colleges and school systems to get better acquainted and to plan together as partners in an important task.

It is hoped that you, personally, will be able to attend this conference accompanied by at least one other member of your staff. Presumably you will wish to select some individual who is likely to be deeply involved in the activities of your institution as a cooperating member of the study.

In view of the importance of this original conference, the Commission will undertake to pay living expenses at Bennington, and travel costs to the conference and return, for two persons from your staff. Additional accommodations up to a certain number will be available at a charge of \$15.00 a week; inquiry is now being made as to the availability of accommodations for families.

I have no reason to anticipate that there is anything in this letter calculated to cause you to delay in assuring me that the Commission may continue to look forward with satisfaction to working with you and your colleagues on a problem of great social import. If I am correct, I hope you will promptly assure me that all necessary formalities have been concluded to effect an association which, I am confident, will prove of mutual benefit and of far-reaching significance for the cooperative improvement of teacher education.

Sincerely yours,

(Signed) KARL W. BIGELOW, *Director*

Commission on Teacher Education

I should like to ask approval of the Board for our acceptance of the invitation of the Commission to cooperate with us.

1. The transfer of \$5,740 from the General Fund of the State of Illinois to the Revolving Fund of the Southern Illinois Normal University to cover the Teachers College Scholarships for 1938-39.

TEACHERS COLLEGE BOARD

2. The acceptance of the resignation of Miss Aileen Carpenter.
3. The temporary employment of Miss Mary Ann Hewitt to fill the vacancy left by Miss Carpenter at a salary of \$125 per month.
4. The acceptance of the resignation of Dr. Mary Goddard.
5. The validation of the appointment of Mr. Walter B. Welch to fill the vacancy left by Miss Goddard.
6. The validation of the appointment of Mr. William M. Marberry for the Spring Term only at a salary of \$250 a month.
7. The validation of the Civil Service appointment of Mrs. Mabel Howell.
8. The appointment of Mr. Fred Miller as a fireman to take the place of Mr. Frank Bowers, deceased.
9. The appointment of Mr. T. Leo Dodd as an instructor in the Commerce Department for the Summer Term only at a salary of \$400 for the eight weeks.
10. The salary schedule for the faculty for the Summer Session, 1939.
11. The adoption of the calendar for the year 1939-40 as presented.
12. Allocation of \$33,500 for the purchase of land previously approved by the Board, and \$7,000 for redecorating the Auditorium from the balance in the Permanent Improvements Fund.
13. Tentative approval of the WPA project for the fiscal year, 1939-40.
14. Authority to set up an Advisory Committee on Long-Term Planning.
15. Authority for the President to negotiate with the American Council on Education if they should decide to select Southern Illinois Normal University as one of the cooperating centers for their Commission on Teacher Education.
16. The acceptance of the offer of the American Association of University Professors cooperating with the Oberlaender Trust to pay the salary of a foreign professor at Southern Illinois Normal University for one year.
17. The approval of the plan for cooperating with the University of Illinois in the use of not more than four graduate students at Southern Illinois Normal University.

Respectfully submitted,

ROSCOE PULLIAM

**REPORT OF THE
NORTHERN ILLINOIS STATE TEACHERS COLLEGE
DE KALB**

**To be presented at the meeting of the Normal School Board at
Macomb, May 26, 1939**

To the Chairman and Members of the Normal School Board:

Ladies and Gentlemen: I have the honor to submit the following report:

I. STUDENTS

1. Attendance, Winter Quarter, 1939

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. College				
Post Graduates	4	5	9	6
Seniors	47	63	110	94
Juniors	60	83	142	106
Sophomores	80	185	265	259
Freshmen	158	263	422	289
Total College.....	349	599	948	754
b. DeKalb High School.....	380	320	700	345
Total Above Eighth Grade	729	919	1648	1099
c. Elementary Grades				
McMurry Training School....	132	124	256	278
Glidden Training School	143	151	294	244
Affiliated Rural Schools.....	23	24	47	55
Grand Total	1027	1218	2245	1676

2. Registration for the spring quarter took place on Monday, March 13. The enrollment for the spring quarter is 936 college students. This represents a situation for the entire college year as follows: Our average enrollment has changed from 755 for the last college year to 945 for this college year, or an increase of 190 college students. This represents an increase of 25% over the enrollment of last year. This will give the Board some understanding of why the problem of teaching staff and room for holding classes has become such an acute problem in our institution.
3. In conformity with the new policy adopted by the Board some time ago, the degree and diploma graduates for this college year will not be reported until after the close of the spring quarter.
4. The college wishes to report to the Board for record the names of the students who have presented scholarships under the conditions set up by a law recently enacted by the legislature. We are presenting these names to the Department of Finance through the Department of Registration and Education so that the money may be credited to our Normal School Revolving Fund before the close of the present fiscal year.

TEACHERS COLLEGE BOARD

5. I am including in my report to the Board for the first time a detailed record of the extension work handled during this college year. Though this has become a difficult assignment for this college to fulfill, it is so important, in the opinion of our faculty, in satisfying the needs for teachers in service, that we are endeavoring to carry it on as a regular part of our college program. If you draw a line east and west which would normally set off the area which we serve from the rest of the State, you would find that this extensive program has dotted that entire area. This service meets with the hearty and enthusiastic approval of the schools in this area.

Extension, First Semester, 1938-1939

	Men	Women	Total
Elgin		28	28
Arlington Heights	2	30	32
Geneva	4	55	59
Sterling	4	16	20
Rockford	3	35	38
DeKalb	1	19	20
Dixon	7	24	31
Oregon	3	16	19
Belvidere		23	23
Downers Grove	3	40	43
McHenry	2	59	61
Joliet		31	31
Ottawa	2	20	22
Wheaton	1	26	27
Yorkville	2	18	20
Freeport	2	21	23
Waukegan		27	27
Morrison		21	21
Total	36	509	545

6. Extension, Second Semester, 1939

Chicago Heights	1	45	46
McHenry	1	14	15
Waukegan	1	14	15
DeKalb	1	16	17
Marengo		23	23
Ottawa		23	23
Sterling	4	16	20
Waukegan	2	22	24
Yorkville	4	16	20
Geneva	3	53	56
Rockford	7	62	69
Glen Ellyn	1	19	20
McHenry	1	25	26
Downers Grove	3	48	51
Freeport	4	28	32
Total	33	424	457

II. FACULTY

1. I wish to report as a matter of record that Dr. Everett L. Marshall, who had accepted a position to teach one-half time in the Department of Education for the school year of 1938-1939, resigned to accept a permanent position at the Michigan State Teachers College at Ypsilanti. Dr. Marshall left in December, 1938.
2. I wish to report for approval the appointment of Dr. Helen Haggerty, who accepted the position left vacant by Dr. Marshall's resignation. Dr. Haggerty began work after the Christmas recess on January 3, 1939. She has her bachelor's degree in Education from the University of Minnesota and

a year's graduate work at Wellesley College. She completed her work for her master's degree at Teachers College, Columbia University, from which institution she also completed her work for her doctor's degree. Dr. Haggerty has had college teaching experience at Bemidji State Teachers College, Duluth State Teachers College, the Florida State College for Women, and the Maryville, Missouri, State Teachers College. Dr. Haggerty was hired at the rate of \$125 per month for the balance of this school year to teach one-half time. In March she began to teach three-fourths time at the rate of \$187.50 per month. This increase in her teaching load is due to the fact that she is also teaching a course by extension.

3. I wish to report for approval the appointment of Miss Esther Williams to fill the vacancy caused by the leave of absence granted to Miss Clare Ohlson in the seventh grade at the McMurry Training School. Miss Williams has her early college training from Miami University, Oxford, Ohio, Superior State Teachers College at Superior, Wisconsin, and the University of Chicago. She received her bachelor's degree from the University of Minnesota and her graduate work has been done at Teachers College, Columbia University. Miss Williams began work on January 3, 1939, and receives a salary of \$225 per month for five and one-half months.
4. I wish to report for approval the appointment of Miss Leora Ellsworth who was engaged to fill a new position in the Department of Physical Education for Women, made necessary by the tremendous increase in enrollment. Miss Ellsworth has her teacher training certificate from Ypsilanti State Teachers College at Ypsilanti, Michigan, her bachelor's degree from the University of Wisconsin, and her master's degree from Columbia University, New York City. Miss Ellsworth has done additional graduate work beyond her degree at the University of Wisconsin, University of Chicago, and New York University. She has had teaching experience on the college level at the State Teachers College at Florence, Alabama, Spearfish, South Dakota, and Charleston, Illinois. She receives a salary of \$200 a month for five and one-half months.
5. I wish to recommend the appointment of Miss Lucile Cain to teach in the Department of Physical Education for Women during the summer session. Miss Cain has her bachelor's degree from the Terre Haute Teachers College at Terre Haute, Indiana, and her master's degree from the University of Michigan. She also has done graduate work at Northwestern University. She has had teaching experience in Iowa and was director of health and physical education for the public schools at Rochelle, Illinois. She has supervised playground work at Lake Forest and Kalamazoo. Miss Cain will receive a salary of \$200 per month for the summer session of eight weeks.

6. Mr. Gus W. Campbell, Head of the Speech Department, on leave of absence for the first semester, requested that this time be extended for the balance of the school year. I wish to report for approval that this leave of absence was extended so that Mr. Campbell may finish the work for his language requirements toward his doctorate.
7. I wish to report for approval the appointment of Mr. William A. Behl to fill the vacancy caused by the extension of Mr. Campbell's leave of absence. Mr. Behl has his bachelor's degree from the University of South Dakota and his master's degree from the University of Michigan. He also has done graduate work at Northwestern University where he was a teaching fellow during the past year. Mr. Behl began work on February 2 at a salary of \$220 a month for four and one-half months.
8. I wish to report for approval the appointment of Mr. John Olhaber to teach one-half time in the Department of Mathematics. This was necessitated by the increase in enrollment. Mr. Olhaber has his bachelor's degree from the Northern Illinois State Teachers College and has done graduate work for the past year at the University of Illinois. Mr. Olhaber began work at the beginning of the spring quarter and receives a salary at the rate of \$135 per month for three months.
9. Miss Norma Stelford of the Department of Mathematics became ill during the spring quarter and did not return to her work on the campus after the Easter recess, April 12. I wish to report for approval that Miss Stelford was granted a leave of absence without pay from her college classes for the remainder of the spring quarter. Mr. Olhaber is helping with Miss Stelford's classes.
10. I wish to recommend that the administration be authorized to employ the following additional teachers for the next college year if our funds permit:
 - a. A teacher of art. When I came to DeKalb ten years ago, there were three teachers employed in the Fine Arts Department. This was reduced to two members seven years ago and we have operated on that number ever since. With the increase in enrollment, this burden has become excessive and this faculty member should be restored. The position will pay around \$2,250 for nine months.
 - b. An additional instructor in the Department of Biological Sciences. When the courses in Health Education were transferred to the college physician and a teacher in the Department of Biological Sciences retired, this position was not filled. Hence, the department has been carrying an additional one-half time load for four and one-half years. The increase in enrollment has necessitated addi-

tional help in this field. I have taken up the matter with the accrediting agency and with the members of the Biological Science Department and we feel that we could get a person to supervise the laboratory work, with regular college training at a salary of \$1,500 for nine months.

- c. If our enrollment should increase, it is imperative that we have additional teaching help in the Department of Music and in the Department of Physical Education for Men. I should like permission of the Board to engage such people if our funds permit, with the approval of our committee. This is reported at this time because these people will probably have to be hired on short notice at the opening of school in the fall.

11. I am submitting herewith the salary schedule for the summer session of 1939:

SALARY SCHEDULE FOR THE SUMMER SESSION OF 1939

	June 3 Weeks	July 5 Weeks	Total 8 Weeks
Biological Sciences			
Montgomery, C. E.....	\$ 304.17	\$ 506.95	\$ 811.12
Terwilliger, George	208.34	347.22	555.56
Student Assistant	75.00	125.00	200.00
Education			
Gabel, Otto J.	241.67	402.77	644.44
Hayes, M. C.	283.34	472.22	755.56
Phillips, Frank	225.00	375.00	600.00
Williams, Mary	266.67	444.45	711.12
Woolhiser, Ethel	258.33	430.55	688.88
English			
Small, B. Mae	190.83	318.05	508.88
Taylor, E. Ruth	200.00	333.34	533.34
Uhland, Maude	216.67	361.11	577.78
Fine Arts			
Anderson, Elizabeth	150.00	250.00	400.00
Wiggert, Elsie	150.00	250.00	400.00
Home Economics			
DeLassus, Wilma	170.84	284.72	455.56
Industrial Arts			
Oakland, Milo T.....	283.34	472.22	755.56
Cramer, Carl C.	200.00	333.34	533.34
Edel, E. F.	211.67	352.77	564.44
Harrison, Paul E.....	229.17	381.95	611.12
Mathematics			
Storm, Wm. B.....	290.84	484.72	775.56
Hellmich, Eugene.....	231.25	385.41	616.66
Music			
Coar, Birchard	208.34	347.22	555.56
Fouser, Charles	208.34	347.22	555.56
Physical Education for Men			
Evans, George G.	275.00	458.34	733.34
Physical Education for Women			
Anderson, Miriam	216.67	361.11	577.78
Cain, Lucille	150.00	250.00	400.00
McKee, Eva	195.83	326.39	522.22

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	June 3 Weeks	July 5 Weeks	Total 8 Weeks
Physical Science			
Gould, H. W.	\$266.67	\$444.45	\$711.12
Caldwell, L. T.	200.00	333.34	533.34
Jenks, I. J.	224.17	373.61	597.78
Social Science			
Whittaker, Milo L.	300.00	500.00	800.00
Beatty, E. C. O.	266.67	444.45	711.12
Gould, Wm. C.	283.34	472.22	755.56
Hayter, Earl	208.34	347.22	555.56
Jameson, Hugh	266.67	444.45	711.12
Meadows, Paul	200.00	333.34	533.34
Speech			
O'Connell, Wm.	204.17	340.27	544.44
Training School			
Pink, Stuart	212.50	354.16	566.66
Bellis, Bertha	208.34	347.22	555.56
Burrell, Blanche	179.17	298.61	477.78
Burton, Emily	179.17	298.61	477.78
Maybauer, Madeline	179.17	298.61	477.78
O'Brien, Marguerite	179.17	298.61	477.78
Peterson, Ben	187.50	312.50	500.00
Library			
Gordon, Lenore	123.75	206.25	330.00
Neptune, Katherine	166.67	55.55 (1 wk.)	222.22
Pratt, Bertha	87.50	145.84	233.34
Thomson, Annabelle	131.25	218.75	350.00
	\$9,895.53	\$16,270.13	\$26,165.66

III. OTHER SCHOOL EMPLOYEES

1. I regret to report the death of Mr. Ernest Swift who had been employed as college carpenter for more than twenty years. Mr. Swift passed away on March 2, 1939, at the age of 80.
2. I wish to report for approval the appointment of Mr. Clarence G. Taylor of DeKalb to fill the position left vacant by the death of Mr. Swift. Mr. Taylor is a union carpenter and is being paid at the union rate of \$1.00 per hour. His application for examination is on file with the Civil Service Commission.
3. I wish to report the resignation of Miss Agatha M. Pape, who left on March 1 to take up her duties at the Children's Memorial Hospital. Miss Pape is a registered nurse and had been working as a student assistant in the college Health Clinic.
4. I wish to report for approval the appointment of Miss Martha Lillian Wheeler to take the position left vacant by the resignation of Miss Pape. Miss Wheeler is a registered nurse and is a graduate of St. Luke's Hospital in Chicago. She is classified as a student assistant and receives a salary of \$75.00 per month for eleven months. Miss Wheeler reported for work on March 1.
5. Miss Lorene Lytle, Senior Department Bookkeeper, reported for work on November 10, 1938. I wish to report for approval that this appointment be made permanent.

IV. THE ORGANIZATION

The college calendar for next year, voted upon by the faculty at the beginning of this college year, has been changed and a new calendar is herewith reported for approval.

This calendar is different from any calendar under which the college has operated for a number of years, but it is necessitated by the fact that changes in the college library will cause the library to be closed to students until September 22. We have therefore set the opening of the college one week later in the fall. This will result in our not having any of the winter quarter work before the Christmas recess. This calendar will fit in very nicely with our faculty vote to begin the summer session a week later next year as more and more of the schools in our area are going back to a ten months basis.

I am herewith presenting for approval the college calendar for 1939-1940:

COLLEGE CALENDAR—1939-1940

FALL QUARTER, 1939

Tuesday, September 19—Faculty meeting. 8:00 P.M.
 Wednesday, September 20—Freshman Week begins. 8:00 A.M.
 Saturday, September 23—Registration for other students. 8:00 A.M.
 Monday, September 25—Class work begins. 8:00 A.M.
 Saturday, October 14—Homecoming.
 Friday, October 20—Meeting of State Teachers Association.
 Wednesday, November 29—Thanksgiving recess begins. Noon.
 Monday, December 4—Class work resumed. 8:00 A.M.
 Monday and Tuesday, December 18 and 19—Examinations.
 Tuesday, December 19—Fall Quarter closes. Close of school day.
 Tuesday, December 19—Christmas recess begins. Close of school day.

WINTER QUARTER, 1940

Wednesday, January 3—Registration for all students. 8:00 A.M.
 Thursday, January 4—Class work begins. 8:00 A.M.
 Thursday, March 21—Easter recess begins. Close of school day.
 Tuesday, March 26—Class work resumed. 8:00 A.M.
 Wednesday and Thursday, March 27 and 28—Examinations.
 Thursday, March 28—Winter Quarter closes. Close of school day.

SPRING QUARTER, 1940

Monday, April 1—Registration for all students. 8:00 A.M.
 Tuesday, April 2—Class work begins. 8:00 A.M.
 Thursday, May 30—Holiday.
 Sunday, June 16—Baccalaureate.
 Monday and Tuesday, June 17 and 18—Examinations.
 Tuesday, June 18—Spring Quarter closes. Close of school day.
 Wednesday, June 19—Commencement.

TEACHERS COLLEGE BOARD

SUMMER SESSION, 1940

Monday, June 24—Registration. 8:00 A.M.

Tuesday, June 25—Class work begins. 8:00 A.M.

Thursday, July 4—Holiday.

Friday, August 16—Summer session closes. Close of school day.

FALL QUARTER, 1940

Tuesday, September 17—Faculty meeting. 8:00 A.M.

Wednesday, September 18—Freshman Week begins. 8:00 A.M.

Saturday, September 21—Registration for other students. 8:00 A.M.

V. THE CURRICULUM

This college is maintaining a constant revision of its curriculum. This revision, however, does move in cycles. Last year was the year during which several definite changes in both procedure and organization were voted by the faculty. The only changes in our organization for the next two or three years until this has had an opportunity to work through an entire cycle, will be modifications in minor points. Our new catalog is now being printed. A copy of it will be sent to each member of the Board as soon as they are received at the college.

VI. BUILDINGS AND GROUNDS

1. Home Management House

I wish to report to the Board the purchase by the State on April 12, 1939, of the P. I. Hopkins property on Normal Road and College Avenue. This property was purchased for \$19,175 and was deeded to the State for the use of the Northern Illinois State Teachers College, free of all encumbrances. The college has requisitions on file in the Department of Purchases and Construction in Springfield to completely equip it for home management purposes. Equipment amounting to \$975 has already been purchased and delivered to the college so that the young women graduating this year could move into the house in time to satisfy their training requirements for the Smith-Hughes degree in Home Economics. I want to express to the Board and to the State authorities the appreciation of the college, particularly the students in Home Economics, of this addition to their facilities. I believe that it will represent an addition to our plant that will greatly improve the training of teachers for Home Economics. I hope the Board will meet at DeKalb in a short time so that they can individually and collectively visit this house and see the kind of work these young women are doing as part of their training.

2. Mezzanine Stack Room in the Library

I wish also to report for record to the Board that the \$10,000 allotment for the building of a mezzanine stack room in the library was allotted by the Governor and requisitions have been drawn, the work has been planned by the Department of Architecture and Engineering, and this week this work has been advertised for bids. We hope these bids will be within the amounts specified although the architect's office discovered that considerable structural steel work had to be added above that originally estimated to make the work safe for students in the laboratory below.

3. Repairs

I wish also to report for record to the Board that the Finance Department released \$26,000 on April 10, 1939, from the reserve fund for this college. This money was released specifically to help take care of our fuel costs and to take care of some emergency roof repairs, some emergency electrical repair work in the women's dormitory, and for the express improvement in our toilet facilities for both men and women in the main college building. We are working these through as rapidly as possible as all these improvements will have to be under construction by the first of July and will have to be paid for by September 30.

4. We still have \$15,000 in reserve in salaries and wages. We made application for the release of this amount, but it was not at that time the policy to release extra funds for salaries and wages. I do hope that the Board will make an effort to have this money released in time for our June salaries so that it will help take care of this increased load caused by our increased student enrollment.

5. I would feel that I was not serving this college properly if I did not report to the Board that this college is still faced with one of its most important needs—a science building. I mention it at this time even though it has been included as a part of the budget for the next biennium and it also has been included as a part of a statement to the regional director of the P. W. A. by the Department of Architecture and Engineering and because I feel that the sooner after the appropriations are passed that we can get to work on the plans for this building, the sooner can we relieve the situation which is almost impossible with respect to science facilities in this college.

6. Power Plant

Since it was impossible for this college to get a federal grant in connection with the project for our new power plant, it has been necessary for us to do some careful re-thinking in our entire problem.

TEACHERS COLLEGE BOARD

In cooperation with Mr. File, with members of the Budget Committee of the Board, and with the representatives of the Central Illinois Power and Light Company, we came to a tentative conclusion that this college could more efficiently and at a smaller cost to the tax payer, purchase electric power and modify our power plant to a steam heating plant at 45 pounds pressure and to an electric service unit receiving power from the Central Illinois Light and Power Company at 3 phase, 110 volt alternating current. Since this institution has always been equipped with direct current machinery and a power plant operating at 150 pounds pressure, it was necessary that a complete readjustment be made.

The Department of Architecture and Engineering has been working on this project for several months. They have made several visits to the campus, some of them for several days' duration. Their report, given to me personally on May 17, is submitted for your study and approval. I made another trip to Springfield on May 22 and talked over the amounts and factors involved in the reorganization and rehabilitation with the men in Mr. Hadley's office. I can give orally to the Board any additional information you would like concerning this project.

As the college has definitely decided to change its power program and as this change must be in effect in time for the opening of college in the fall, I believe the Board should at this time approve the transfer of the amount of money recommended here to this new purpose. This money has already been allocated to the college for power plant purposes by the Board. It has already been released for the same purpose by the Governor.

May 17, 1939

FROM: Architectural Assistant

TO: Lucien A. File, Coordinator
Department of Registration and Education

SUBJECT: Northern Illinois State Teachers College
DeKalb, Illinois — Conversion from D.C. to A.C.

In connection with the changing of the above institution from direct current to alternating current, the reduction of the steam pressure to 45 pounds, the installation of new boiler feed pumps, and the making of the necessary repairs to boilers at the above institution will involve an expenditure of one hundred thousand dollars (\$100,000.00) according to our estimates.

PROCEEDINGS

The above estimate includes the complete rewiring of the Administration Building, the changing of all present motors and control equipment, and the furnishing of complete new equipment where the present motors only cannot be changed.

The estimate is broken down as follows:

Boiler Repairs	\$ 8,000.00
New Boiler Feed Pumps	3,000.00
Rewiring Administration Building	20,000.00
New Underground Distribution System	25,000.00
New Motors, new equipment connected up complete, including new switchboard, etc.....	40,000.00
Total	<u>\$ 96,000.00</u>

To allow for contingencies, \$100,000.00 should be allocated for this work. Until we receive confirming requisition in the above amount, no further action will be taken.

Yours very truly,

DIVISION OF ARCHITECTURE
AND ENGINEERING

Architectural Assistant.

CWM:kg
cc: Fagan
Lund
Simons
Dr. Adams
Romeis

VII. AUXILIARY ENTERPRISES

1. The Revolving Fund shows the following report from October 1, 1938, to December 31, 1938.

RECEIPTS

Surplus from 59th Biennium.....	\$ 14,466.90
Cash Received from October 1 to December 31, 1938:	
Board and Room, Williston Hall.....	\$ 10,830.70
Meals, Williston Hall	1,711.25
Registration Fees	11,476.00
Library Fines	28.00
Transcript Fees	40.00
Miscellaneous Collections	15.50
	<u>24,101.45</u>
Previously Reported July 1, 1937, to September 30, 1938.....	87,741.82
Total Available, Revolving Fund, December 31, 1938.....	<u>\$126,310.17</u>

TEACHERS COLLEGE BOARD

EXPENDITURES

Salaries and Wages	\$ 6,015.43
Telephone and Telegraph	37.55
Travel	659.37
Food	4,173.70
Household Supplies	1,027.29
Library and Amusements	495.91
School Supplies	24.92
Miscellaneous Supplies	105.92
Building Repairs	479.99
Household Repairs	12.15
Miscellaneous Repairs	10.52
Furniture and Furnishings	4.50
	<u>\$ 13,047.25</u>
Previously Reported July 1, 1937, to September 30, 1938	80,279.51
	<u>93,326.76</u>
Balance on Hand, Revolving Fund, December 31, 1938	<u>\$ 32,983.41</u>

RECEIPTS

Surplus from 59th Biennium	\$ 14,466.90
Cash received—January 1 to March 31, 1939	
Board and Room, Williston Hall	\$ 12,673.00
Meals, Williston Hall	2,018.60
Registration Fees	9,255.00
Library Fines	75.00
Transcript Fees	56.00
Miscellaneous Collections	1.96
	<u>24,079.56</u>
Previously Reported	<u>111,843.27</u>
	<u>\$150,389.73</u>

EXPENDITURES

Salaries and Wages	\$ 7,670.54
Telephone and Telegraph	14.50
Travel	1,759.97
Operation	
Food	4,389.88
Fuel	3,867.93
Household Supplies	1,218.95
Library and Amusements	1,201.68
Medical Supplies	188.71
Power Plant	131.39
Miscellaneous	519.33
Power Supplies	52.53
School Supplies	587.65
Repairs and Equipment	
Building Repairs	306.19
Machinery Repairs	48.95
Miscellaneous Repairs	50.74
Furniture	115.32
Household Equipment	134.18
	<u>\$ 22,258.44</u>
Previously Reported July 1, 1937, to December 31, 1938	93,326.76
	<u>115,585.20</u>
Balance on hand, Revolving Fund, March 31, 1939	<u>\$ 34,804.53</u>

VIII. STUDENT LIFE—No report.

IX. MISCELLANEOUS

Our placement year does not close until December 31, but I should like to report to the Board that our placement activities for this year are considerably in excess of what they have been in previous years. For example, following are placements for the past three years:

PROCEEDINGS

May 19, 1937.....	34 placed
May 19, 1938.....	36 placed
May 19, 1939.....	69 placed

The number for 1939 should in reality be increased to 81 due to the fact that we have transferred twelve people through promotions into new positions for next year. We believe that the best single evidence of how well our college serves the purpose for which it was created is in the way in which our graduates go into teaching positions in our area. Our record last year of placing 84% of the graduating class in teaching positions before December 31, represents an accomplishment of which we are justly proud.

X. SUMMARY

Action is requested on the following:

1. Approval to submit a list of scholarships to the Department of Finance.
2. Acceptance of the resignation of Dr. Everett L. Marshall.
3. Approval of the appointments of Dr. Helen Haggerty, Miss Esther Williams, Miss Leora Ellsworth, Mr. William A. Behl, and Mr. John Olhaber, as previously explained.
4. Approval of the appointment of Miss Lucile Cain for the summer session of 1939 at the salary indicated.
5. Approval of the leave of absence granted to Miss Norma Stelford and extension of the leave of absence granted to Mr. Gus W. Campbell.
6. Permission to hire an additional teacher in Fine Arts and in Biological Science.
7. Permission to hire an additional teacher in Music and in Physical Education for Men if the enrollment in the fall makes it necessary.
8. Approval of the salary schedule for the summer session of 1939.
9. Approval of the appointment, subject to examination, of Mr. Clarence G. Taylor.
10. Acceptance of the resignation of Miss Agatha M. Pape and the appointment of Miss Martha Lillian Wheeler.
11. Approval of the appointment of Miss Lorene Lytle.
12. Approval of the college calendar for next year.
13. Approval of the transfer of \$100,000.00 to change to alternating current and reduction of steam pressure 45 pounds, involving new feed pumps.

Respectfully submitted,

KARL L. ADAMS, *President*

PRESIDENT'S REPORT
ILLINOIS STATE NORMAL UNIVERSITY
NORMAL

Meeting at Macomb, May 26, 1939

To the Chairman and Members of the Normal School Board:

The following report is submitted from the Illinois State Normal University:

I. STUDENTS

1. Attendance for the Second Semester, 1938-1939.

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. University				
Post Graduates	13	14	27	24
Seniors	141	150	291	288
Juniors	118	201	319	277
Sophomores	143	373	516	514
Freshmen	237	484	721	668
Special	21	6	27	14
Total College Students on Campus	673	1,228	1,901	1,785
b. University High School	195	171	366	339
d. University Elementary School	145	144	289	294
e. Cooperating Elementary Schools				
Illinois Soldiers and Sailors				
Children's School	295	183	478	479
Rural Schools	69	60	129	112
Towanda Schools (High School and Grades)	81	96	177	169
Total Pupils, Elementary and Secondary	785	654	1,439	1,393
Total	1,458	1,882	3,340	3,178
Extension	29	198	227	360
Total, Campus and Off Campus....	1,487	2,080	3,567	3,538

It will be noted from the above report that the total of 1901 students during the second semester of the present school year is a record enrollment for the University and represents an increase of 116 students over the corresponding period of last year. There are 46 more pupils available for the student teaching centers than a year ago but a noticeable drop in the extension enrollment due to a limitation on staff members available for such work.

2. Extension Courses

Because of the need for absorbing the work of three members of the faculty away on leave of absence this year, it was impossible to make available a sufficient number of staff members to meet the demands for extension courses for the second semester. The limited offering for this period was distributed as follows:

PROCEEDINGS

EXTENSION CLASSES

Second Semester 1938-1939

Center	Department Course	Instructor	Enroll- ment
Normal	Education	De Young, C. A.	18
Springfield	Education	Henderson, Stella V.	28
Morris	English	Hiett, Herbert R.	23
Decatur	English	Hinman, Dorothy	37
Normal	Speech	Holmes, F. L. D.	13
Pekin	Biology	Horton, C. E.	1
Pekin	Health and P. E.	Horton, C. E.	1
Normal	Geography	Lathrop, H. O.	26
Virden	Education	Lueck, W. R.	20
Carlinville	Education	Lueck, W. R.	32
Litchfield	Education	Parker, Rose E.	37
Total Enrollment Second Semester			236
Total Enrollment First Semester			439
Total for the year			675

3. State Scholarship List of Students

The third report of the State Scholarship students under the high school scholarship law is submitted for the entire school year 1938-1939. I hereby certify to the Normal School Board that the following persons with the addresses given in each case have attended Illinois State Normal University for the period indicated and on the basis of Section 169a of the State School Law, Illinois State Normal University is entitled to receive compensation at the rate of \$30.00 per annum per student for all such students, the total amount being indicated at the end of the list of names and addresses.

a. Those attending school for the entire year, 1938-1939.

Aagesen, Edith Virginia	Buda	Brawner, Dolores Lena	Pawnee
Alexander, Sarah Elizabeth	Springfield	Breen, Stanley	Elgin
Allen, Frances Edwards	Chillicothe	Brenneman, Ellen Jean	Minier
Anderson, Wilma Dorothy	Taylorville	Broehl, Virginia Inez	Elkhart
Archer, Mary Lorraine	Paxton	Brownfield, Florence Elizabeth	Illioopolis
Arnin, Ruby Emma	Columbia	Browning, Mary Jane	Perry
Atkinson, Genevieve Irena	Kewanee	Brucker, Bernice Mary	Sibley
Aull, Norma June	Normal	Brummet, Berthal Dayne	Minier
Austin, Wilma Louise	Mason City	Brummet, Richard Lee	Minier
Babbitt, Agnes Mario	Virden	Bryant, Dorothy Evelyn	Wapella
Babington, Mildred	Spariland	Buches, Julia Rose	Rockford
Balley, Lillian Claribel	Fulton	Buchholz, Wilma Louise	Lincoln
Bane, Ila Mae	Arrowsmith	Burnett, Mary Emma	Fancy Prairie
Banker, Betty Jane	Elgin	Cambridge, Wilma Maude	Onarga
Barnes, Rita Belle	Colfax	Campbell, Catherine Marie	Mazon
Barricklow, Ola Erma	Hillsboro	Carey, Helen Jane	Kinsman
Bartolini, Renatto Paul	Ladd	Chambers, Lois Gertrude	Gibson City
Bateman, Ruby Mary	Mansfield	Christiansen, Elizabeth Elise	Gibson City
Baumgardner, Carl Harmond	San Jose	Classen, Harold Arthur	Gilman
Baxter, Beatrice Bernice	Lockport	Classon, Dorothy Augusta	Gilman
Beaver, Jessie Irene	Milford	Colburn, Reta Mae	Roselle
Berry, Ruth Eileen	Cerro Gordo	Cole, Catherine Arvilla	New Berlin
Belcher, Eleanor Ruth	Cooksville	Collopy, Shirley Lois	Dahinda
Bell, Mary Loretta	Wilmington	Coomer, Edna Louise	Heyworth
Bennett, Alice Faye	Toulon	Council, Leona Marie	Greenvlew
Bessmer, Christine Mary	East Moline	Crosby, Elsie May	DeLand
Bier, Roberta May	Bloomington	Crawder, Emily Frances	Peoria
Black, Genevieve Louise	Downs	Crum, Cecil C.	Literberry
Blue, Shirley Bernice	Cornell	Crum, Dortha Maxine	Peoria
Bolliger, Wilma Lucille	Tremont	Daugherty, Darlene	Taylorville
Boughton, Elsie	Watseka	Dautenhohn, Harold Frederick	
Boyd, Norma Margaret	Grand Chain		Pleasant Plains
Brandt, LeRoy Francis	Coal City	Davidson, Keith Carlyle	White Hall
Brash, Dorothy Anna	St. Joseph	Davies, Marian Elizabeth	Mazon
Bratton, Almira	Wilmington	Davis, Florence Elizabeth	Mahomet

TEACHERS COLLEGE BOARD

Davis, Ruth Lucille.....Milford
 Deffenbaugh, Mary Arrilla.....LeRoy
 Devanny, Anna Elizabeth.....Lincoln
 Dewhirst, Ethel Miriam.....Neponset
 Dickerson, Madelene Marcella.....Alvin
 Dillon, Betty Darlene.....Knoxville
 Dixon, Hazel Irene.....Wyoming
 Dodson, Helen Lorraine.....Morrisonville
 Donna, Mary Irene.....Braidwood
 Donovan, Ellsworth Alden.....Ashland
 Dorsey, Mary Idella B.....Delavan
 Dozier, Ada Mildred.....Saybrook
 Duckworth, Marjorie Jane.....Herscher
 Dunmire, Virginia Ruth.....El Paso
 Dutton, Ada.....Clinton
 Eastbrun, Bettie Mae.....Sheldon
 Eberle, Marian Brown.....Lincoln
 Elgin, Ella Mae.....Carlock
 Elliott, Anna Belle.....Cropsey
 England, Claudia Naomi.....Clinton
 Espevik, Priscilla Norma.....Newark
 Evans, Ruth Louise.....Wellington
 Feazel, Fae Eileen.....Washburn
 Fetzer, Edmund Curtis.....Ohio
 Finfrock, Reva Carolee.....Waynesville
 Fogel, Hazel Norrene.....Milledgeville
 Ford, Mary Eileen.....Hopedale
 Frederick, Hazel Frances.....Eden
 Fuller, Kathryn Maxine.....Newman
 Funk, Zelda Eleanor.....Minonk
 Gauron, Virginia Celia.....Schiller Park
 Gerfen, Charles Otto.....Breese
 Giacobassi, Tillo.....Kincaid
 Gilliland, Glenna Leota.....Taylorville
 Glenn, Cleta Mae.....Clinton
 Goodde, Lois Marie.....Carrollton
 Goodman, Jewel Virginia.....Wood River
 Goodwin, Norma Maxine.....Palestine
 Graff, Eileen Marie.....Minier
 Grant, Alten Frederick.....Farina
 Green, Ruth Martha.....Braceville
 Griswold, Ella Eileen.....Hammond
 Groshong, Doris Ethel.....Venice
 Gunderson, Stella Margaret.....Peoria
 Guthrie, Jane Elizabeth.....Lexington
 Hachmeister, Violet Grace.....Chicago
 Hagerman, Clara Mae.....Peoria
 Hammond, Robert Grove.....Gillespie
 Hannah, Wade.....Monticello
 Hanson, Winifred Leone.....Normal
 Harlan, Virginia Lee.....Fairfield
 Harmon, Margaret Anne.....Washburn
 Hatscher, Lorraine Mary.....Madison
 Heeren, Idella Carolyn.....Flanagan
 Heintzman, Irma Elizabeth.....San Jose
 Heller, Laura Lucille.....Erie
 Henning, Dorothy Louise.....Carmi
 Herman, Mary Elizabeth.....Moweaqua
 Hightower, Nancy Emma.....Kankakee
 Hobbs, Edith Marie.....Rochester
 Hobkirk, Mary Louise.....Williamsville
 Howell, Margaret Louise.....Ipava
 Howmiller, Elaine Millicent.....Lansing
 Howmiller, Eldino Leila.....Lansing
 Hubrig, Pearl Mae.....Elgin
 Huggins, Clarabelle Selena.....LeRoy
 Hull, Betty Jane.....Oswego
 Humphrey, Davis Henry.....Lewistown
 Hunt, Vivian Aileen.....Springfield
 Hurdle, Betty Ann.....Mt. Sterling
 Hustedt, Annetta Catherine.....Clifton
 Irish, Mary Nordine.....LeRoy
 Irwin, Eunice Lorraine.....Bloomington
 Ives, William Thomas.....Wapella
 Jackson, Mary Alice.....Cairo
 Jackson, Thomas Clark.....Piper City
 Jarrett, Frances Marie.....Modesto
 Jayne, Mary Winifred.....Pekin
 Johnson, Evelyn Dey.....Morris
 Johnson, Mary Jane.....Assumption
 Jones, Paul Wesley.....Griggsville
 Joyce, Mary Cecilia.....S. Wilmington

Juhl, Leonard Elmo.....New Holland
 Kaiser, Roberta Elizabeth.....Payson
 Karnatz, Pearl Erna.....Hinsdale
 Keith, Jean.....Monticello
 Keyes, Dorothy Ruth.....Braidwood
 Klingbeil, Shirley Virginia.....Peoria
 Kloss, Eleanor Margaret.....Mt. Olive
 Koenig, Gertrude Bertha.....Libertyville
 Korish, Cilia Rose.....Roodhouse
 Krabel, Curtis Robert.....Woodland
 Krug, Ellamae.....Morton
 Kurtenbach, Rita Agnes.....Chatsworth
 Kuznik, Margie Rose.....Springfield
 Lacy, Madge Nedradale.....Pearl
 Langfield, Permelia Mae.....Melvin
 Lanterman, Erna Jeanette.....Cornland
 Larimer, Ardelle.....Streator
 LaVanWay, Edna Ruth.....Ottawa
 Lawson, Vivian Elaine.....Bellflower
 Lee, Vivian Elizabeth.....McLean
 Leigh, Georgianna.....East Lynn
 Longbrake, Georgia Geraldine.....Decatur
 Lopeman, Harriett Louise.....Pontiac
 Lowery, Mary Ann.....Hoopeston
 Lukow, Edward G.....Kankakee
 Luster, Mildred Mae.....Owaneco
 Lykkebak, Helen Margaret.....Heyworth
 Lyle, Bernadene.....Neponset
 Lynn, Carol May.....Stonington
 McBride, Harold Wilson.....Rutland
 McBride, James Allen.....Middletown
 McBride, William Edward.....Middletown
 McCafferty, Lassie.....Decatur
 McCrory, Clara Eleanor.....Martinsville
 McElroy, Frances.....Aurora
 McKittrick, Warren Ervil.....Danville
 Mackey, Mildred Edith.....Streator
 Madarasz, Frank.....Divernon
 Magill, Sue Mary.....Buffalo
 Mangle, Mardell Elizabeth.....Mason City
 Martin, Marjorie Frances.....El Paso
 Mason, Ralph Edward.....Armington
 Mason, Veda Louise.....Stanford
 Mast, Elta Mae.....Chillicothe
 Matousek, Rose Marie.....Cicero
 Maxwell, LaVerne Vernice.....Pekin
 Meeker, Reva Irene.....Bismarck
 Mehler, Louise Amelia.....Hutsonville
 Meredith, Lester Finis.....Mansfield
 Merrell, Jean Frances.....Streator
 Miller, Dorothy Virginia.....Clinton
 Miller, Lois Mary.....Atwood
 Miller, Maxine F. C.....Mackinaw
 Mills, Jean Marie.....Ridgefarm
 Mitchell, Edith Irvin.....Streator
 Moggio, Sophia Marie.....Livingston
 Montgomery, Leo Raymond.....Middletown
 Moore, Dorothy Elizabeth.....Danville
 Moore, Gladys Esther.....Hoopeston
 Moore, Juanita Mae.....Ashland
 Morgan, Mary Belle.....Ottawa
 Morgan, Myrna May.....Maroa
 Mossholder, Pauline Harriet.....LaMoille
 Mueller, Donald Richard.....Streator
 Mueller, Rose Anne.....Wood River
 Myers, Clara Marie.....Carlock
 Myers, Dora Lee.....Moweaqua
 Myers, Doris Irene.....Cerro Gordo
 Naden, Jeanne Kathryn.....Newark
 Nafzinger, Helene Dorothy.....Bloomington
 Naseef, Rose Mary.....Kewanee
 Neal, Dorothy Frances.....Gillespie
 Nelson, Frances Ellen.....Divernon
 Nelson, Mary Elizabeth.....Spring Valley
 Newby, Betty Ann.....Ridgefarm
 Nicholas, Edith Nettie.....Libertyville
 O'Bryan, Arthur Carlyle.....DePue
 Olson, Edith LaVerne.....Barrington
 O'Neil, Catherine Lucille.....Hennepin
 Page, Elva Evelyn.....Streator
 Palmer, Mary Boomer.....Durand
 Parks, Helen Frances.....Niantic

PROCEEDINGS

Parrott, Wanda Louise.....Palmyra
 Paul, Lorene Margaret.....Dunlap
 Paulsen, Ralph Joseph.....McLean
 Pederson, Ruth Kristine.....Dwight
 Peifer, Frances Marie.....Decatur
 Persinger, Myra Mae.....Kenney
 Pettigrew, Raymond Wilkins.....Roanoke
 Piper, Eugene Francis.....Bradford
 Piper, Virginia Ilene.....Greenfield
 Pocock, Rose Marie.....Nokomis
 Postlewait, Libbie Frances.....Clayton
 Purdy, Gordon Craig.....Havana
 Quafe, Lucille Anne.....Streator
 Radcliff, Jack Francis.....Havana
 Rankin, Eleanor Jane.....Lovington
 Rapp, Ruth Carolyn.....Steward
 Rausch, Madelyn Arvetta.....Sheridan
 Read, Helen Jane.....Hennepin
 Reeter, Dorothy Virginia.....Mt. Auburn
 Reinebach, Marion Loyal.....Seymour
 Richardson, Clarence D.....Springfield
 Rieger, Margaret Anna.....Manteno
 Ries, Leonard James.....Henry
 Riley, Ethel Louise.....Arrowsmith
 Ring, Harold King.....Strawn
 Ringness, Margaret Jean.....Peoria
 Risen, Jean Carolyn.....East Peoria
 Roady, Elston Edward.....Kane
 Roberts, John Vincent.....Mokence
 Roemer, Kathryn Alice.....Hinsdale
 Rose, Dorothy Virginia.....Springfield
 Rozum, Mary Armede.....Wheaton
 Ryan, Evelyn.....Chillicothe
 Ryburn, Ruth Helen.....Heyworth
 Saloga, Alberta Louise.....Morris
 Samford, Elizabeth Georgiabelle
 Chrisman
 Sanden, Delores Mathilda.....Rockford
 Sandholm, Leroy Albert.....Cordova
 Sauder, Mae Katherine.....Roanoke
 Sauer, Evelyn Jane.....Collinsville
 Schilling, Pauline Louise.....Manhattan
 Schaefer, Dorothy E.....Madison
 Schein, James Arns.....East St. Louis
 Schenk, Evelyn Louise.....Mokence
 Scherer, Florence Lena.....Ottawa
 Schertz, Ruth Evelyn.....Washington
 Schopp, Imogene Patricia.....Chenoa
 Schuppach, Anna M.....Rankin
 Scott, Mildred Louise.....Potomac
 Shambrook, Russell Dick.....Forrest
 Shank, Bruce Chandler.....Clayton
 Shank, Robert Ray.....Greenville
 Shea, Dorothy Caroline.....Eureka
 Shea, Lois Virginia.....Wadsworth
 Shippy, Helen Elizabeth.....Decatur
 Shultz, Edna Mae.....Lyndon
 Smargiassi, Helen.....Springfield
 Smith, Iva Dell.....Dwight
 Smith, Louise Willa.....White Hall

Smith, Ruby Ellen.....Bismarck
 Smith, Verna Elizabeth.....Dana
 Smith, Virginia Marie.....Brookport
 Spires, Mildred E.....Lockport
 Stanley, Roeno Irene.....Metamora
 Starkey, Pearl Evelyn.....Springfield
 Steninger, Marian Elizabeth.....Thawville
 Sternberg, Louise.....Park Ridge
 Stodgel, Lilybel.....LaRose
 Stone, Carol Catherine.....Mineral
 Stuckey, Hortense Elizabeth.....Danvers
 Sturm, Lucille Alma.....Staunton
 Sudbrink, Nan Elizabeth.....Virginia
 Swanson, Hirrel Louella.....Princeton
 Swanson, Lucille Thelma.....LaMoille
 Switzer, Walter Edwin.....Fulton
 Taylor, Frances Mary.....Bloomington
 Tellier, Louis Thomas.....Danville
 Thomas, Helen Birdene.....Sugar Grove
 Thomasson, Winifred.....Bloomington
 Thompson, Helen Irene.....Normal
 Tipton, Louise.....Fairbury
 Trimmer, Glenn Marie.....Forrest
 Troutman, Margaret Ruth.....Murdock
 Turner, Genevieve Maude.....Danville
 Uchtman, Dorothy.....Deerfield
 Vacherent, Elaine Margaret.....Marseilles
 Vance, Mary Frances.....Bement
 VanDeWorker, Irene Mildred.....Ottawa
 Velde, Eugenia R.....New Holland
 Verkle, Evelyn Ruth.....Cissna Park
 Vermillion, Paula Jane.....Roodhouse
 Vetter, Lawrence Edward.....Green Valley
 Vigna, Angelina Minnie.....Wilsonville
 Wall, Lucille Emma.....Lake City
 Watkins, Bertel.....E. St. Louis
 Watson, Jeanne Elois Jewel.....Canton
 Webb, Ray Ogden.....Secor
 Weber, Violet Lorrea.....Cooksville
 Weise, Mary Louise.....Ashton
 Wells, Doris Jeanette.....Atkinson
 Weygandt, Lorraine E.....Martinton
 Whipple, George Graham.....Shirley
 Whitacre, Melba France.....Flanagan
 Whitney, Maxine.....Winnebago
 Wilcox, Charlotte Elizabeth.....Minonk
 Wilson, Dorothy Arvelia.....Hamburg
 Wilson, Cecil W.....Milledgeville
 Wilson, Marcella Ruth.....Vermont
 Wilson, Virginia Lee.....Dunlap
 Winings, End Katherine.....Assumption
 Witts, Roxie Pauline.....Decatur
 Yeates, Dorothy Bell.....Custer Park
 Yoder, Mary Kathryn.....Fairbury
 Young, Flora.....Benton
 Yurcesen, Marcella Margaret.....Gillespie
 Zang, Catharine June.....Kewanee
 Zohr, Mary Magdalena.....Mackinaw
 Zeilman, Mary Jeanette.....Long Point

b. Those attending school for the first semester only:

Bruner, Florence Louise.....Kempton
 Chambliss, Imogene Anne.....St. Joseph
 Ewing, Marjorie Henrietta.....Pontiac
 Felix, Hester Howe.....Jerseyville
 Garrels, Ernest Edward.....Benson
 Hart, Zelia Marie.....Ancona
 Johnson, Edna Ruth.....Chillicothe
 Kirley, Joan Mary.....Kewanee
 Leary, Angella Lorene.....Ellsworth

Liston, Harold Vincent, Jr.....Bloomington
 Miller, Lillian Imogene.....Maroa
 Musgrove, Emma Louise.....Hillsboro
 Rehn, Ferne Leone.....Woodhull
 Sharp, Kenneth Ray.....East Peoria
 Swiger, June Evelyn.....Peoria
 Thomas, Mildred.....Chicago Heights
 Weldon, Mary Caroline.....Dwight

c. Those attending school for the second semester only:

Broaddus, Betty.....Varna
 Frampton, Betty Jean.....Edwardsville

Jochums, Elda Fern.....Benson
 Kindred, Virginia.....Atlanta

TEACHERS COLLEGE BOARD

Amount Due Illinois State Normal University Revolving Fund from the General Revenue Fund

351 Scholarships (entire year) at \$30.00.....	\$10,530.00
14 scholarships (first semester) at \$15.00.....	255.00
4 scholarships (second semester) at \$15.00.....	60.00
	<hr/>
	\$10,845.00

4. On October 7, 1935, upon my recommendation, the Normal School Board took action limiting the enrollment of Illinois State Normal University to 1850 students for the regular year, but not placing any limit upon the summer session enrollment. This resulted in our setting up a selective admission plan which, although far from perfect, has operated to advantage in most instances.

Since that date the enrollment of the University has been 1859, 1872, 1853, and 1974. It was only during the past year that the situation apparently was uncontrolled and that situation prevailed throughout the country when previous calculations upon enrollment were of no value. Illinois State Normal University has steadfastly tried to adhere to the limitation on enrollment and there is no doubt but what the enrollment of the University today would be approximately 2200 if this refusal to admit about 200 students had not been carried out.

Due to the fact that there have been very evident attempts to belittle the program of limited enrollment and selective admission at Illinois State Normal University, I am now asking the Normal School Board to remove the limit, although, frankly, the University is not in any better position to take care of students than we have been at any time. This University should not have more than 1650 students to do good work. Eighteen hundred fifty was a top limit and 1974 is far from satisfactory. However, since the claims of various schools seem to be upon the basis of how many students an institution may be able to get in order to talk in terms of per cent of increase and since financial recognition is based upon such considerations, it seems only reasonable that the limit established in 1935 be removed. It is not expected that we will materially increase the size of the school since that has already reached the breaking point and we will expect to still use our careful program of selective admission, but the removal of the limit may serve to enable this school to exercise its best judgment without comments concerning the limited enrollment figures.

II. FACULTY

1. Resignations

- a. Miss Christine Innings, third grade supervisor of student teaching in the Metcalf Elementary School, to take a position elsewhere. A successor to Miss Innings will be recommended at the next meeting of the Board.

- b. Miss Waneta Sedwick, supervisor of student teaching at the Walker affiliated school, to get married. Miss Sedwick's successor will be presented at the next meeting of the Board.

2. Leaves of Absence

- a. Miss Evelyn Rezek, instructor in English, has requested a leave of absence for the school year 1939-1940 in order to accept a scholarship at Teachers College, Columbia University, in the furtherance of her work toward a doctor's degree.
- b. Miss Camille Montgomery, instructor in art, requests a leave of absence for the first semester of the 1939-1940 school year in order to do further graduate work beyond her master's degree.
- c. Mr. L. Gordon Stone, who was granted a leave of absence for the 1938-1939 school year and who is returning this summer to handle his work in social science at the affiliated Illinois Soldiers and Sailors Children's School, has requested another leave of absence for the 1939-1940 school year in order that he may complete the work on his doctor's degree at New York University. Mr. Stone is employed through the Department of Public Welfare, his salary being paid by that department.

3. Returning from Leave

- a. Miss Regina Connell, assistant professor of Latin, from Teachers College, Columbia University, where she has obtained her doctor of education degree.
- b. Mr. Leo J. Dvorak, assistant professor of music, from the University of Iowa, where he has completed work for his doctor of philosophy degree.
- c. Miss Marie Finger, assistant professor of education, from Northwestern University, where she has completed work for her doctor of philosophy degree.
- d. Mr. John A. Kinneman, associate professor of social science, from Northwestern University, where he has completed all of his work for his doctor's degree except the finishing of his thesis.
- e. Mr. Arthur Larsen, assistant principal of the University High School, from the University of Wisconsin, where he has completed work for his doctor of philosophy degree.
- f. Miss Esther Richard, assistant professor of English, from the University of London, where she has been doing work on her doctor's degree.
- g. Miss Huberta Clemans, assistant professor of education, from Teachers College, Columbia University, where she has been doing work on her doctor's degree.

5. Authorization of New Positions

The enrollment in certain departments of the University is such as to make imperative the employment of certain additional staff members to meet the needs of the University and the requirements of accrediting agencies. Contingent upon the passage of the present appropriation bill carrying an additional amount in the Salary and Wage account for Illinois State Normal University, this request for authorization of these positions is made, since the understanding between budget committee of the Normal School Board and the Department of Finance was that such additional funds were to be used for new positions and not for any salary increases.

- a. *Biology*. The class enrollment in this department is such that the high average necessitates an instructor to be employed at a salary of not to exceed \$2250 for the school year of nine months.
- b. *Commerce*. This department represents the largest enrollment of any of the special departments of the University and with several classes having enrollments of over fifty, it necessitates the employment of an additional instructor at a salary not to exceed \$2025 for the school year of nine months.
- c. *Library*. In getting ready for the opening of the new library, including the cataloging of new books and the removal of these to the library, there is an absolute necessity for an additional trained assistant librarian at a salary of \$1800 per year for the regular school year.
- d. *Music*. Following the death of Mr. F. W. Westhoff, emeritus professor of music, who was handling two classes in music and conducting the women's chorus, the music department attempted to absorb his work for the remainder of this year. We can not make any eliminations in the music program and to offer a minimum program to meet the needs of the department, it is necessary to provide an additional instructor at a salary of not to exceed \$2025 for the school year of nine months.

6. The faculty list and schedule of salaries for the summer session of 1939 is recommended for appointment as follows:

Name and Subject	Salary		Total
	July 3, 1939- July 19, 1939	July 20, 1939 August 4, 1939	
Adams, Howard W., Chemistry.....	\$ 390.00	\$ 390.00	\$ 780.00
Admire, Harry F., Commerce.....	260.00	260.00	520.00
Allen, Mabel Clare, Speech.....	250.00	250.00	500.00
Barger, Thomas M., Physics.....	270.00	270.00	540.00
Barto, Margaret M., Physical Education.....	315.00	315.00	630.00
Borgland, Elsie, Physical Education.....	225.00	225.00	450.00
Borninger, Harriett, Education	250.00	250.00	500.00
Beyer, W. A. L., Social Science.....	410.00	410.00	820.00
Boicourt, Blaine, Music	260.00	260.00	520.00
Boyd, Ralph L., Commerce	250.00	250.00	500.00
Browne, Richard G., Social Science	325.00	325.00	650.00

PROCEEDINGS

Name and Subject	Salary		Total
	July 3, 1939- July 19, 1939	July 20, 1939 August 4, 1939	
Brunk, Dorothy G., Social Science.....	\$ 270.00	\$ 270.00	\$ 540.00
Buehler, Rose Burgess, Training School.....	235.00	235.00	470.00
Buell, Mary E., Home Economics	270.00	270.00	540.00
Burris, Ethel M., Education	250.00	250.00	500.00
Carver, Katharine E., Latin.....	250.00	250.00	500.00
Clark, N. Annis, Training School.....	150.00	150.00	300.00
Clemans, Huberta, Training School.....	250.00	250.00	500.00
Cogdal, Joseph, Physical Education.....	290.00	290.00	580.00
Cole, Edward L., Education	315.00	315.00	630.00
Connell, M. Regina, Latin.....	250.00	250.00	500.00
Cooper, Margaret, Education.....	362.00	362.00	724.00
Cooper, Rachel M., School Physician.....	320.00	320.00	640.00
Cross, C. L., Physics.....	350.00	350.00	700.00
Day, Alta J., Commerce	250.00	250.00	500.00
Dean, Elizabeth, Hygiene	250.00	250.00	500.00
Decker, Charles E., Education	365.00	365.00	730.00
DeWees, W. I., Agriculture.....	250.00	250.00	500.00
Dragoo, A. W., Industrial Arts.....	290.00	290.00	580.00
Finger, Marie, Training School.....	250.00	250.00	500.00
Flagg, Elinor B., Mathematics	250.00	250.00	500.00
Fletcher, Kenyon S., Industrial Arts.....	290.00	290.00	580.00
Fraley, John E., Biology.....	260.00	260.00	520.00
Fries, Albert C., Commerce.....	250.00	250.00	500.00
Glasener, F. Russell, Social Science.....	280.00	280.00	560.00
Goldsmith, Anna, Training School	190.00	190.00	380.00
Goodier, Floyd T., Education	390.00	390.00	780.00
Gooding, R. U., Chemistry.....	315.00	315.00	630.00
Gray, Nina E., Biology.....	250.00	250.00	500.00
Gueffroy, Edna M., Geography.....	250.00	250.00	500.00
Guthrie, Clara L., Library	225.00	225.00	450.00
Hammerlund, C. M., Industrial Arts.....	290.00	290.00	580.00
Harper, Charles A., Social Science.....	355.00	355.00	710.00
Hartline, Opal C., Biology.....	250.00	250.00	500.00
Hayden, Wezette A., Training School.....	245.00	245.00	490.00
Henderson, Stella, Education	270.00	270.00	540.00
Henline, Ruth, English.....	250.00	250.00	500.00
Hiett, Herbert R., English.....	390.00	390.00	780.00
Hill, Eugene, Physical Education.....	225.00	225.00	450.00
Hinman, Dorothy, English.....	250.00	250.00	500.00
Holmes, F. L. D., Speech.....	380.00	380.00	760.00
Holmes, Leslie A., Geography.....	280.00	280.00	560.00
Horton, C. E., Physical Education.....	350.00	350.00	700.00
Hudelson, C. W., Agriculture.....	350.00	350.00	700.00
Huggins, Ruth, Training School.....	180.00	180.00	360.00
Hume, Esther, Physical Education.....	250.00	250.00	500.00
Imboden, Erma F., Training School.....	260.00	260.00	520.00
Ivens, Howard J., Science	260.00	260.00	520.00
Johnson, Edward R., Journalism.....	315.00	315.00	630.00
Jontz, I'Anna, School Nurse	200.00	200.00	400.00
Kays, Kathryn, Social Science	200.00	200.00	400.00
Kelley, Edna Irene, Library.....	150.00	150.00	300.00
Kerr, Mildred, Library	225.00	225.00	450.00
Kinneman, John A., Social Science.....	340.00	340.00	680.00
Knudson, Emma R., Music.....	360.00	360.00	720.00
Koepeke, H. F., Commerce.....	250.00	250.00	500.00
Lamkey, Ernest M. R., Biology.....	380.00	380.00	760.00
Lancaster, Thomas J., Education.....	310.00	310.00	620.00
Lathrop, H. O., Geography.....	380.00	380.00	760.00
McAvoy, Blanche, Biology.....	270.00	270.00	540.00
McDavitt, Neva, Geography.....	250.00	250.00	500.00
Malmberg, C. F., Psychology.....	330.00	330.00	660.00
Marshall, Helen E., Social Science.....	280.00	280.00	560.00
Marzolf, Stanley S., Psychology.....	250.00	250.00	500.00
Miller, L. Wallace, Biology.....	280.00	280.00	560.00
Miller, Marian G., Art.....	225.00	225.00	450.00
Mills, C. N., Mathematics.....	390.00	390.00	780.00
Montgomery, Camille, Art.....	225.00	.....	225.00
Moore, Clifford W., Social Science.....	300.00	300.00	600.00
Nelson, Thelma, English.....	250.00	250.00	500.00
Ogle, Alice R., Art.....	225.00	225.00	450.00
Okerlund, Gerda, English.....	306.00	306.00	612.00
Orr, Clarence, Social Science.....	320.00	320.00	640.00
Palmer, George M., English.....	380.00	380.00	760.00
Parker, Rose E., Education.....	350.00	350.00	700.00
Peterson, H. A., Psychology	380.00	380.00	760.00
Plotnicky, Gertrude A., Library.....	210.00	210.00	420.00
Poppen, Henry A., Mathematics.....	225.00	225.00	450.00
Pricor, Laura H., English.....	310.00	310.00	620.00
Rezek, Evelyn, English	180.00	180.00	360.00

TEACHERS COLLEGE BOARD

Name and Subject	July 3, 1939	Salary	
	July 19, 1939	July 20, 1939 August 4, 1939	Total
Richard, Esther, English.....	\$ 250.00	\$ 250.00	\$ 500.00
Ross, Josephine, Home Economics.....	260.00	260.00	520.00
Royce, Bertha M., Biology.....	270.00	270.00	540.00
Russell, Elizabeth, Training School.....	225.00	225.00	450.00
Seovell, Margaret, English.....	250.00	250.00	500.00
Shea, Grace, School Nurse.....	215.00	215.00	430.00
Sherrard, W. F., Music.....	225.00	225.00	450.00
Sorrenson, Fred S., Speech.....	350.00	350.00	700.00
Stephens, Gertrude, History.....	260.00	260.00	520.00
Struck, Edwin G., Physical Education.....	250.00	250.00	500.00
Tasher, Lucy Lucile, Social Science.....	280.00	280.00	560.00
Taylor, Marian A., English.....	250.00	250.00	500.00
Teager, Florence E., English.....	306.00	306.00	612.00
Thoene, Christine A., Training School.....	260.00	260.00	520.00
Tucker, Bernice A., Home Economics.....	250.00	250.00	500.00
Waggoner, Sherman G., Education.....	445.00	445.00	890.00
Waldron, Nell B., Social Science.....	315.00	315.00	630.00
Warren, Mae Clark, Home Economics.....	250.00	250.00	500.00
Welch, Eleanor Weir, Library.....	335.00	335.00	670.00
Westhoff, Margaret, Music.....	225.00	225.00	450.00
Whitten, Jennie A., Foreign Language.....	315.00	315.00	630.00
Wilder, Flora M., Education.....	270.00	270.00	540.00
Williams, Arthur R., Commerce.....	390.00	390.00	780.00
Winegarner, Lela, English.....	225.00	225.00	450.00
Zimmerman, Ruth, Library.....	225.00	225.00	450.00
....., Art.....	.....	225.00	225.00
Special Lectures.....	350.00	.....	350.00
Laurence, Margaret, Library.....	150.00	150.00	300.00
	\$32,649.00	\$32,299.00	\$64,948.00

7. Faculty of the Regular Year

No attempt is made to submit the faculty for the regular year at this time but this list will be presented to the Board for recommendation at the first meeting following legislative action on our appropriation bill.

III. OTHER EMPLOYEES

1. Leave of Absence

- Miss Elsie Brenneman, registrar, September 18, 1939, to June 1, 1940, to do graduate work at Northwestern University. In order to maintain Civil Service rating, Miss Brenneman will render part-time service and should be continued on the payroll at \$25.00 per month for the months of September, 1939, through May, 1940. She will handle the registration during the month of September for the first semester and again during the month of February for the second semester. In addition, she will render service at various times during the term of the leave of absence. Total compensation during the leave, \$225.00. The other part of the work during her absence will be handled by the assistant to the registrar without the employment of any additional full time help.

2. New Positions

- Miss Sarah Fox, as a junior typist in the office of the director of teacher placement. Due to the heavy demands in teacher placement it became necessary on April 1 to get additional full time help. This need was reported to the Civil Service Commission through the Department of Registration and Education and Miss Fox was

appointed to the vacancy at a salary of \$80.00 per month, effective from April 1 to November 1. Further need for this position will be determined at the conclusion of the above period. Sanction for this temporary position is requested.

3. Other Employees

Other employees will be recommended for appointment for the regular year at the next Board meeting.

IV. THE ORGANIZATION

1. Agriculture Situation

- a. The status of Smith-Hughes agriculture teacher training at Illinois State Normal University continues in an unsatisfactory condition. Last July the Board for Vocational Education in Illinois found that their supervisors had kept them in ignorance as to their powers and duties and that the establishment of standards and the approval of schools for recognition to the Federal Board for Vocational Education was within the powers and duties of the State Board. They authorized standards to be drawn, but due to absence of any meetings since last July, the standards have never been approved and Illinois State Normal University has never been inspected for accrediting. Following such accrediting, when done, an amendment to the Five-Year Plan submitted to the federal Board a year ago must be sent to Washington. In the meantime, to cover the situation last year the Board authorized the State Supervisor to issue a letter indicating that graduates of Illinois State Normal University through August, 1938, would be accepted in Smith-Hughes high schools. Since there has not been a meeting of the State Vocational Board, we now are confronted with the same situation and have before the Board at this time a request for similar approval for the graduates of this year. It is hoped that this tentative and unsatisfactory condition may be remedied in the near future.
- b. Placement of Smith-Hughes graduates in agriculture is hindered due to lack of definite information as to whether the graduates of this year will qualify. We have plenty of calls and can place our graduates if we can be assured that these graduates will qualify for Smith-Hughes positions. They have carried out their part of the program and there is no reason to penalize them under the present circumstances.
- c. Farm Improvements. A total of \$15,000 has been expended on improvements at the University Farm. The contract for repairing the dwelling, horse barn, dairy barn, and milk house, including new roof, painting,

electrical work, etc., totaled \$8400.00, this work having now been entirely completed. Additional stock (sheep, cattle, hogs, and horses) costing \$2500.00 has been added until we now have stock judging rings in all of the leading breeds of sheep, cattle, and hogs. A new tractor and truck have been added to the equipment. The new combination stock judging pavilion and machinery building is under way and will meet one of the requirements in training Smith-Hughes teachers of agriculture. There is now a total of eight major buildings on the University Farm. Never before in the history of the institution has the farm been better equipped for carrying out a complete program of technical agriculture.

2. Resident Agriculture Project

- a. Since June, 1938, we have had a resident agricultural project in connection with the University. The thirty to thirty-five boys have resided in a large dwelling near the campus and have rendered valuable service to the extent of eighty hours per month in connection with the University Farm and the campus. Instruction has been provided for them in connection with the contribution of certain faculty members and through the adult education program of McLean County.

The agricultural project has been enlarged and on July 1, 1939, the contingent in connection with this project will total one hundred young men selected from the downstate counties of Illinois. This entire group, including those of the present project, will be housed in especially constructed buildings located in the center of the University Farm. These buildings were recently shipped from Murphysboro and are being erected on the University Farm. The green roofs and white paint of these buildings will harmonize with the recent improvements on the regular farm buildings. Landscaping and other features will produce a desirable addition to the farm. With this larger group it will be possible to carry on more regular activities at the University Farm and will also enable us to start the much desired arboretum on the south end of the University Farm. One group from this project will be assigned to the industrial arts department and will work in connection with metal and concrete. Others with experience in landscaping will work in connection with such a program on the campus. The entire project is made available without any cost to the University and the instruction supplied, aside from that through adult education channels, is in the nature of voluntary contributions from staff members or advanced students.

3. The following University Calendar is submitted for the approval of the Board.

UNIVERSITY CALENDAR

1939-1940

First Semester

Monday, September 11—Opening of University Elementary School and Off-Campus Affiliated Schools.

Monday, September 11—Registration for University High School.

Monday, September 11—Faculty Meeting, 3:00 p. m.

Tuesday, September 12—Freshman Assembly, Capen Auditorium, 10:00 a. m. (Tuesday, Wednesday, and Thursday, September 12, 13, and 14, are "Freshmen Days" and every entering Freshman must be present during that entire period to complete registration and meet other requirements.)

Friday, September 15—Registration for Freshmen who have entered previously and for Sophomores, Juniors, and Seniors.

Monday, September 18—All classwork begins.

Friday and Saturday, October 27 and 28—Annual Homecoming.

Wednesday, November 29—Thanksgiving Vacation begins (noon).

Monday, December 4—Thanksgiving Vacation ends (8:00 a. m.).

Friday, December 22—Christmas Vacation begins (5:00 p. m.).

1940

Monday, January 8—Christmas Vacation ends (8:00 a. m.).

Friday, January 26—First Semester ends.

Second Semester

Monday, January 29—Registration.

Tuesday, January 30—Classwork begins.

Friday, March 8—Central Division of Illinois Education Association.

Thursday, March 21—Spring Vacation begins (5:00 p. m.).

Monday, April 1—Spring Vacation ends (8:00 a. m.).

Friday, June 7—Second Semester ends.

Sunday, June 9—Baccalaureate Exercises.

Monday, June 10—Alumni Reunion and Luncheon.

Monday, June 10—University Commencement.

Summer Session 1940

Tuesday, June 11—Registration.

Wednesday, June 12—Classwork begins.

Thursday, July 4—Independence Day Holiday.

Tuesday, Wednesday, Thursday, July 16, 17, 18—Educational Conference and Exhibit.

Wednesday, August 7—Summer Session ends.

V. THE CURRICULUM

1. Study of Four-Year Elementary Curriculum

- a. Special committees have been working on the establishment of a new four-year elementary curriculum in anticipation of the possible enactment of the certification bill into law. Numerous meetings of these special committees have been held but at present a definite curriculum is not available for presentation. Curriculum work in Illinois State Normal University is done by special committees, since we do not have a standing committee for this type of study.

2. Summer Session Curricular Features

- a. The geography field course will again operate for the fourteenth year, the course covering eastern North America in connection with a field trip of 5500 miles through eastern United States and returning from Nova Scotia through southern Canada.
- b. Courses for the training of recreational directors have been established at East Bay Camp on Lake Bloomington and a selected group of thirty-two persons will do work in a combination of art, music, speech, industrial arts, health and physical education, under regular staff direction but without the addition of faculty members other than what would be required for regular summer session work on the campus.
- c. The affiliated program with the National Music Camp at Interlochen, Michigan, will be continued with Illinois State Normal University as the only affiliated school in connection with this work on an approved college level.
- d. Courses in safety education will again be offered in the summer session and this program of an even more intensive nature than last summer should interest numerous persons who are interested in teaching safety in high schools.

VI. BUILDINGS AND GROUNDS

1. Status of New Buildings

- a. The Home Management House is nearing completion and will be ready for occupancy by August 1. The classes in interior decoration have been given the opportunity by the Division of Architecture and Engineering of selecting wall paper, paint, floor coverings, furniture, etc.
- b. Work on the University library has been at a standstill since March 15 due to the Chicago office of the Division of Architecture and Engineering being required to leave our project and draw plans for the new million dollar

armory in Humboldt Park in Chicago. As a result of cessation of work some undesirable conditions, such as an accumulation of water in the basement, etc., have arisen and it is hoped this may be rectified. All foundation work and most of the sewer work was completed as a part of the first contract. The federal government has now insisted that contracts must be let and work begun on the super-structure on June 26. It is still expected that the library will be ready for dedication June 1, 1940.

2. Purchase of Smith Hall

For some time it has seemed very desirable that Smith Hall, now leased as a private venture and used as a residence for thirty-three men, should be owned by the State of Illinois. This property, occupying an entire city block, with the exception of one lot, is really the show place of the University. The house consisting of seventeen rooms, aside from a large dormitory on the third floor and six large basement rooms partially used for recreation purposes and five bathrooms, is in very good repair. In addition, there is a large barn used as a garage and all of this property, including the beautiful gardens and surroundings, may be purchased for \$25,000. The Smith estate is very independent about continuing the matter of a lease and since they are actively seeking a buyer for this property, it is not improbable that the present arrangement of having the property for use by the men of the University may not continue. It is hoped that the Normal School Board may see fit to include this much-needed piece of property in the purchases to be recommended from reappropriated permanent improvement funds.

3. Cook Hall represents the only major building where re-wiring is essential both for safety and for more effective lighting. This building, used by the division of commerce education, together with the offices of the school physician and nurses, and the rehearsal hall of the music department, should receive early consideration for rewiring in order to provide new fixtures and reduce the fire hazards from the present poorly installed and heavily loaded circuits.
4. Improvements on the campus in connection with the landscaping work continue with lack of funds as the only limitation for doing a complete and satisfactory piece of work. Considerable landscaping is under way and attention has been given to the beautification of the main campus through shrubbery, flower beds, tree planting, etc. It is hoped that funds may be available to further this neglected phase of campus improvement.

VII. AUXILIARY ENTERPRISES—No report.

VIII. STUDENT LIFE

1. Illinois State Normal University has had consistently good teams in various athletic activities but seldom wins championships. However, this year the basketball championship for the Little Nineteen Conference came to Normal and at the present time, with only one conference defeat in baseball, there is a possibility of winning the baseball championship. The intercollegiate athletic program is not so extensive but what a very large and effective intramural program for both men and women forms a vital part of University life.
2. It is hoped that the work of the National Youth Administration may be continued next year. This means much not only to the young men and women who are recipients of this aid but to many of the projects on the campus. During the present academic year, 373 men and women of the University have received some help from this fund.

IX. MISCELLANEOUS

1. *Graduation Fee.* Because of the limited income of Illinois State Normal University and the large expense in connection with commencement week activities and for purposes of obtaining the unified cooperation of seniors in connection with possible alumni interests and activities, I am recommending that there be a graduation fee charged all persons receiving diplomas or degrees, this fee to be payable approximately sixty days prior to the time of graduation. Such a fee of \$5.00 would enable us to pay for commencement and baccalaureate speakers, diplomas and diploma covers, cap and gown rental for each graduate, rental on chairs, amplifying equipment, etc., in connection with commencement and baccalaureate exercises, and provide membership in the Alumni Association for the first year after graduation, which membership would include the receipt of the Alumni Quarterly. Since it would seem that anyone who is able to complete work for a diploma or degree would be able to pay a graduation fee of \$5.00 and since this amount would be of such great help in taking care of a graduating group which now regularly numbers more than 500, it is hoped that the establishment of this fee will meet with the approval of the Normal School Board. It is understood that this idea has the approval of practically all, if not all, of the presidents of the other teachers colleges.
2. *Student Union.* At the meeting of the Normal School Board on December 12, 1938, the matter of a Student Union building on the campus of Illinois State Normal University was suggested in my Board report and this project received fav-

orable consideration from the Board. Since that time it has been found possible to consider an enlarged project beyond that of the construction of a rustic structure costing approximately \$40,000 and it now appears that without effort to raise funds from alumni, students, faculty, and other friends of the University for more than equipment, the actual construction of a building could be financed on a plan similar to that used at the University of Illinois, for which project basic funds were obtained from an insurance company and matched with a P.W.A. grant. Such a proposition would call for the governing board transferring sufficient campus land for the construction of the building to a holding corporation or foundation organized for that specific purpose. The University would then lease the building over a period of years from the corporation or foundation and apply money on the principal of the loan, as well as take care of the interest and handle the operation of the building. The State of Illinois would not be obligated in any manner and the funds for the retirement of the loan and other expenses would be met from the earmarked student activity funds. In this way the students over a period of years would be paying for the building along exactly the same line as that now undertaken by the University of Illinois.

The legal aspects of the situation have been looked into by an attorney for the Alumni Association of Illinois State Normal University in cooperation with Judge Johnson, the legal counsel for the University of Illinois whose services have been made available through the kindness of President Willard of the State university. It may be necessary to have some enabling legislation which may need to be presented as a separate bill or it may be that a present bill now before the Senate enlarging the powers of the Normal School Board could be amended in satisfactory manner to accomplish this purpose for Illinois State Normal University, as well as for any of the other teachers colleges that might wish to take a similar step. It is hoped that the Normal School Board will approve such procedure as may be necessary before a subsequent Board meeting and approved by the Board Advisory Committee for Illinois State Normal University, composed of Mr. Beich, Mrs. Green, and Mr. O'Harra.

3. *Open House.* For a third time in the last six years Illinois State Normal University held open house for all friends of the institution on Tuesday, May 2. Approximately 4,000 students, faculty, alumni, and other friends of the University availed themselves of the opportunity of seeing the entire school in action as represented by portrayals of the different departments of one hundred years of teacher training progress, with special reference to the present program of the University.

4. *New Catalog.* The new general catalog of the University has just come from the press and copies of this publication have been sent to all members of the Board. Summer session catalogs recently came from our own University Press and were sent to all Board members.
5. Dr. D. A. Prescott of Rutgers University and Associate Director of the Commission on the Study of Teacher Education under the auspices of the American Council on Education, visited the campus recently in connection with the possible cooperation that will be extended by the Commission in the proposed use of Illinois State Normal University as one of the cooperating schools of the country. Further details of this proposal will be presented to the Board at a later date, but such cooperation will not call for the expenditure of funds beyond those ordinarily taken into consideration in connection with the regular budget of the University.
6. *Professional Aspects of Teacher Education.* On just one occasion during the six years that I have been in my present position has there been opportunity afforded to discuss the welfare of the teachers colleges in terms of a program of teacher education. I sincerely trust that various times may be set aside by the Normal School Board for meetings in which the business aspect can be reduced to such a minimum that there will be time to discuss the professional growth and attainments of the teachers colleges of Illinois. Even short of this desired goal is the possibility of ample time to present a report made to the Board at each meeting. It must be realized that it is a highly unsatisfactory feeling to prepare a report and to have the best interests of the school on one's heart and mind and be given five to ten minutes three or four times a year to discuss those considerations with a governing board that could be very helpful in the solution of many problems pertaining to the teachers colleges.

X. SUMMARY

The approval of the Normal School Board is requested upon the following recommendations:

1. Transfer of \$10,845 from the general revenue fund to the revolving fund of Illinois State Normal University to cover scholarships according to list submitted in this report.
2. Removal of the limit of enrollment set for Illinois State Normal University by the Normal School Board on October 7, 1935.
3. Acceptance of resignations of Miss Christine Innings and Miss Waneta Sedgwick.
4. Granting of leaves of absence to Miss Evelyn Rezek and Miss Camille Montgomery.

PROCEEDINGS

5. Continuation of the leave of absence of Mr. L. Gordon Stone.
7. Authorization of new positions in biology, commerce, and music, together with an assistant librarian.
8. Approval of the employment of summer session faculty as indicated.
9. Granting of leave of absence with partial pay to Miss Elsie Brenneman, registrar.
10. Sanction of new temporary office position and the employment of Miss Sarah Fox.
- 10a. Jr. Typist Bus. Mgr.
11. Approval of the calendar for the 1939-1940 school year.
12. The taking of steps to consider the purchase of Smith Hall and the rewiring of Cook Hall.
14. Authorization for the Advisory Committee of this school to take necessary steps in connection with the furtherance of the Student Union project.

Respectfully submitted,

R. W. FAIRCHILD

NORMAL SCHOOL BOARD MINUTES

The Normal School Board met in the office of John J. Hallihan, Director of the Department of Registration and Education, at Springfield, Illinois, on Monday, June 19, 1939, at 10 A.M.

On roll call, the following members were present:

Mr. John J. Hallihan, Chairman
Mrs. Reed Green
Miss Harriet A. McIntire
Mr. Jacob E. Alschuler
Mr. Roswell B. O'Harra
Mr. Otto G. Beich
Dr. William Sunderman
Mr. Charles E. McMorris
Mr. John D. Dill

Secretary John A. Wieland and Dr. Preston Bradley were absent. Mr. John D. Dill was selected to act as temporary Secretary.

A report was made by Mr. Lucien A. File, Co-ordinator. (See report.)

A motion was made by Mr. Alschuler and seconded by Dr. Sunderman that the allocation of \$172,000 for Northern, which was previously allotted for a new power plant, be rescinded, and that \$57,000 for rehabilitation of power plant be allotted in accordance with the recommendation of the Architect's office. Motion carried.

A motion was made by Dr. Sunderman and seconded by Miss McIntire that an additional \$17,000 from the Permanent Improvement Fund be allocated to Eastern to complete the heating plant which is to take care of the two new buildings. Motion carried.

A motion was made by Mr. McMorris and seconded by Mr. Beich that the Presidents of the five Teachers Colleges be instructed to have fire drills in all buildings not less than once a month, and are hereby instructed to cooperate with local fire officials and the State Fire Marshal in carrying out fire prevention measures. Motion carried.

A motion was made by Mr. O'Harra and seconded by Mr. McMorris that \$100,000 be allocated, or as much of it as necessary, from the Permanent Improvement Fund of this present biennium to provide fire escapes and fire protection devices for the five Teachers Colleges to conform to the recommendation of the State Fire Marshal, and that these be installed as quickly as possible. Motion carried.

A motion was made by Mr. O'Harra and seconded by Mr. Beich that the Presidents of each of the Teachers Colleges be instructed to set up and furnish by the 1st of July the Department of Finance, with a copy to the Department of Registration and Education, a schedule of all salaries and wages for the ensuing year and each ensuing year, and that there shall be no increase in any of said salaries and wages during the year until after the approval of the increase by this Board, and there shall be no other changes until after the approval by the Advisory Committee of the school in which the changes are involved. Motion carried.

A motion was made by Mr. O'Harra and seconded by Dr. Sunderman that the Advisory Committee of each of the schools allocate the Revolving Fund of that school into the various line appropriations and revenue producing activities, and that the allocations thus made shall be adhered to except as changed by action of the Advisory Committee of each school. Motion carried.

A motion was made by Mr. Beich and seconded by Mrs. Green that the Presidents be instructed to request their Business Manager to cooperate with the Co-ordinator and the State Department of Finance to bring about a speedy conclusion of the uniform accounting system, which the Board previously ordered to be done. Motion carried.

A motion was made by Mr. O'Harra and seconded by Dr. Sunderman to appoint a committee to investigate and bring in recommendations for a codification of Board regulations and policies. Motion carried:

This Committee was appointed by the Chairman:

Mr. McMorris
Mr. O'Harra
Mr. Beich

A motion was made and seconded to adjourn the Executive session until 1:30 to re-convene with the Presidents.

PROCEEDINGS

The Board reconvened at 2 p. m. The following members were present:

Mr. Hallihan
Mr. Wieland
Mr. McMorris
Dr. Sunderman
Mr. Alschuler
Mrs. Green
Miss McIntire
Mr. Dill
Mr. Beich
Mr. O'Harra

The following Presidents were present when the Board reconvened at 2 p.m.

Mr. W. P. Morgan, Western Illinois State Teachers College
Mr. Karl L. Adams, Northern Illinois State Teachers College
Dr. R. W. Fairchild, Illinois State Normal University
Dr. R. G. Buzzard, Eastern Illinois State Teachers College
Mr. Roscoe Pulliam, Southern Illinois State Normal University

The Presidents' Reports

1. President Adams of Northern read his report. (See report.) Mr. Alschuler moved acceptance and approval of the Salary Schedule May 26, 1939, and June 19, 1939, with the exception of No. 13, page 14, in May 26th report and exception of payroll of 1939-1940 in the June 19th report. Seconded by Mrs. Green. Motion carried.

2. President Buzzard of Eastern read his report. (See report.) A motion was made by Mr. Alschuler and seconded by Mr. McMorris as to the adoption of his report with the exception of items 13, 14, 16, and 18, Summary, page 20. Motion carried.

3. President Pulliam of Southern read his report. (See report.) A motion was made by Mr. Beich and seconded by Mrs. Green that President Pulliam's report be approved. Motion carried. Report of John D. Dill (see report) on the Baptist Foundation in Carbondale, Illinois. A motion was made by Mr. O'Harra and seconded by Miss McIntire that the report be approved. Motion carried.

4. President Fairchild of Normal read his report. (See report.) A motion was made by Miss McIntire and seconded by Mrs. Green that the report be approved. Motion carried.

5. President Morgan of Western read his report. (See report.) A motion was made by Mr. O'Harra and seconded by Miss McIntire that the report be approved with exception of items 9 and 13, 14 and 15 in the Summary stricken out. Motion carried.

The Board adjourned at 7:15 p.m.

(Signed) J. D. DILL,

Temporary Secretary

Supplement to Board Report of May 26, 1939

Resubmitted as Part of Complete Report of June 19, 1939

I. STUDENTS

5. Types and Causes of Student Elimination

It is interesting to note the reasons why 172 students registered during the first semester of the 1938-1939 school year dropped out during the semester or failed to enroll during the second semester. The following figures indicate about an average situation in this respect.

	Men	Women	Total	
Out for scholarship	22	16	38	22 %
On probation (dropped out voluntarily) .	16	18	34	20 %
Health	3	16	19	11 %
Completed work for graduation.....	7	11	18	10 %
Finances	12	6	18	10 %
Secured employment	6	9	15	9 %
Post graduates	2	5	7	4 %
Discipline	4	1	5	3 %
Lack of interest or adjustment.....	2	2	4	3 %
Completed work for certificate.....	1	2	3	1½ %
Transfers	1	2	3	1½ %
Married	0	2	2	1 %
Special	1	1	2	1 %
Attending Merrill Palmer	0	1	1	¾ %
Moved away	0	1	1	¾ %
Out 1st week—no reason given.....	1	0	1	¾ %
Will finish in summer	0	1	1	¾ %
Total	78	94	172	100 %

2.8% withdrew during 1st semester

5.9% did not come back 2d semester but finished first

8.7% of those in first semester did not register second semester

9.2% is the comparable number for 1937-1938.

6. Summer Session 1939

Although the enrollment for the 1939 summer session is not complete and will be reported finally at the next Board meeting, it is safe to predict that the total will be decidedly under 1,600 and represent a drop of 75 to 90 students as compared with the 1938 session. This may be attributed in part to any or all of the following reasons:

- Curtailed offerings of interest to teachers in service due to limited funds for faculty and marked reduction in teaching staff.
- Marked increase in degree graduates of the regular year, thus eliminating many who would otherwise return to continue undergraduate work.
- Trend toward undergraduate work in school where graduate work is also offered.
- Unusual attractions during the summer of 1939 for travel, attendance at Fairs and numerous short courses and conferences available in many universities.

PROCEEDINGS

7. Graduates of June, 1939, will be reported at the next Board meeting.

II. FACULTY

4. Substitute for “Restoration of Position”

- a. Due to inadequate funds it will not be possible to restore the position of Head of the Art Department and hence it is recommended that an additional instructor be provided for the second semester of the 1939-1940 school year at an annual salary rate of \$1,800 or \$900 for the one semester.

- ## 6. Summer Session Faculty 1939.

Because of omission and later contingencies the following names should be added to the summer session faculty list previously submitted in original May 26, 1939, Board report.

Name and Subject	Salary		
Roberts, Cornelia, Geography Field Course	\$ 50.00	\$ 50.00	\$ 100.00
Stombaugh, Ray M., Safety Education	50.00	50.00	100.00
Tice, Ruth E., Training School	190.00		190.00
_____, Training School		170.00	170.00
	<hr/>	<hr/>	<hr/>
Previous total	\$ 290.00 32,649.00	\$ 270.00 32,299.00	\$ 560.00 64,948.00
	<hr/>	<hr/>	<hr/>
Total for 1939 summer session	\$32,939.00	\$32,569.00	\$65,508.00

III. OTHER EMPLOYEES

- ## 2. New Positions

- b. Junior Typist at monthly salary of not to exceed \$100.00 to work in Business Office and to care for university mimeograph work. Student help cannot meet the needs of this position. Employment would follow the reporting of this opening to the Civil Service Commission.

X. SUMMARY

In addition to the approval requested on items of the main report, Board approval of the following further recommendations is requested.

6. (Substitute for original No. 6) Employment of an instructor of art for second semester of 1939-1940 school year.

- 8-a. Employment of additional persons listed on supplementary report for summer session faculty.

- 10-a. Creation of position of junior typist in office of Business Manager and authorization to employ some one through regular channels.

Respectfully submitted,

R. W. FAIRCHILD

REPORT OF THE NORTHERN ILLINOIS STATE TEACHERS COLLEGE DE KALB

**To Be Presented at the Meeting of the Normal School Board at
Springfield, June 19, 1939**

To the Chairman and Members of the Normal School Board:

Ladies and Gentlemen: I have the honor to submit the following report:

I. STUDENTS

1. Attendance, Spring Quarter, 1939

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. College				
Post Graduates	8	7	15	18
Seniors	52	74	126	110
Juniors	60	75	135	112
Sophomores	81	174	255	243
Freshmen	145	257	402	269
Unclassified	2	1	3	...
Total College	348	588	936	742
b. DeKalb High School.....	380	320	700	476
Total Above Eighth Grade.....	728	908	1,636	1,218
c. Elementary Grades				
McMurry Training School.....	132	124	256	282
Glidden Training School.....	143	151	294	249
Affiliated Rural Schools.....	23	24	47	45
Grand Total	1,026	1,207	2,233	1,794

- Registration for the summer session took place on Monday, June 12. At the present time the total number of students attending college this summer is 608. Complete registration figures will not be available until the end of this month since a great many schools in this area do not close until the third week in June. However, indications are that our enrollment will exceed that of any previous year and will be in keeping with the tremendous increase in enrollment throughout 1938-1939.
- The students whose names are listed below completed the requirements for graduation at the close of the spring quarter, June 7, 1939.

SENIOR COLLEGE

Degree of Bachelor of Education

Allen, Roy T.	Bechel, Charles
Anders, Helen E.	Bielawski, Eugene M. J.
Anfinsen, Alta L.	Burge, Ruth M.
Austin, Alice	Clark, Donald C.
Baum, Charles W.	Colver, John
Baumeister, Alice R.	Cook, Harold Corwin
Beaven, Jane Harriet	Crull, Ivan E.

PROCEEDINGS

Dailey, Zola F.
 Davis, Chester Leon
 Decker, Georgia Louise
 Dennis, Audrey
 Dolio, Ardwin J.
 Ewing, Mabel Dexter
 Fordtran, Eugene H.
 Gertz, Helen Natalie
 Gilbert, Warren E.
 Graupner, Margaret R.
 Guenette, Barbara Jean
 Gumbrell, Arthur J.
 Guzzardo, Samuel A.
 Haake, Grace C.
 Hasbrook, Elvera U.
 Heisey, Alice Joan
 Henigan, Joseph W.
 Hill, Edward L.
 Hill, Marguerite
 Hooker, Robert C.
 Hubbell, Lawrence F.
 Hurwitz, Marjorie E.
 Hussung, Charles Owen
 James, Mildred L.
 Johnson, William S.
 Kadel, Mary E.
 Kientz, Elizabeth J.
 Kluge, Eleanor Dorothy
 Knowlton, Audrey C.
 Kruzic, Winifred M.
 Kupferberg, Alfred B.
 Larsen, Curtis R.
 Love, Barbara
 Lunn, Roy Lee
 Mahoney, Jane
 Martin, Clifford L.
 Messinger, Barbara

Minnegan, Mary M.
 Misunas, Everett P.
 Morse, Dorothy A.
 Mortenson, Arthur R.
 Nangle, Jeanne Elizabeth
 Nelson, Helen Camille
 Nihan, Charles R.
 Olsen, Edwin N., Jr.
 Pearson, Kenneth E.
 Peterson, Helen Louise
 Phelan, Woodrow
 Rezek, Willard R.
 Schultz, G. Lloyd
 Schweitzer, Helen
 Shallow, Michael Nicholas
 Siedenstrang, Florence M.
 Simmons, Philip Arthur
 Smethurst, Lois N.
 Smith, Ann Eddy
 Smith, David M.
 Smith, Jessica D.
 Spacie, Grace Etta
 Storm, Robert Macleod
 Swan, Jean Louise
 Tenner, Norman N.
 Thompson, Margaret Marie
 Trepus, Emma Grace
 Trexler, Sara L.
 Van-Zandt, Phyllis
 Viner, Helen V.
 Walk, Lillian S.
 Walker, Marion J.
 Walkup, Margaret Jeanne
 Webster, Dorothy Elinor
 Willsey, Charlotte Virginia
 Winn, Catherine J.
 Zelinka, Irene Jane

JUNIOR COLLEGE

Balen, Jane T.
 Beemer, Mary Elizabeth
 Borg, Doris L.
 Bradford, June Geraldine
 Brown, Marion
 Burson, Lorene
 Butterfield, Edna Mae
 Carlson, Margie L.
 Cashmore, Mary E.
 Christensen, Marian E.
 Cooper, Louise Irene
 Costello, Catherine
 Crist, Dolores Patricia
 Davis, Milton J.
 Davis, Shirley Mae
 Ditter, Gladys Carolyn
 Donahue, Ramona
 Douglas, Lois Fay
 Erickson, Blanche Virginia
 Farnsworth, Ruthann
 Flood, Eleanor
 Freeman, Elizabeth Patricia
 Friestad, Selma J.
 Gage, Eileen M.
 Garman, Esther L.
 Gossage, Inez La Rue
 Guenette, Lois Corinne
 Harnew, Vera E.
 Hart, Cleo Helen
 Herzog, Patricia
 Hill, Anna J.
 Holverson, Bernice M.
 Isenhardt, Harriet Alene
 Johnson, Marion V.
 Kitchen, Lorealea
 Knight, Doris J.
 Knight, Margaret L.
 Krupke, Lillian E.
 Lant, Helen Marie
 Larson, Alta Muriel

Larson, Doris
 Larson, Mildred
 Lockner, Veldene T.
 McCormack, Leone J.
 Macomber, Grant H.
 Madden, Edith L.
 Maza, Delphine C.
 Meyer, Elizabeth M.
 Miller, Virginia M.
 Mitchell, Ruth
 Monson, Virginia L.
 Olson, Dorothy Eloise
 Partridge, Lois E.
 Peach, Marguerite Patricia
 Phillips, Dorothy Anne
 Pritchard, Loretta Mae
 Rice, Catherine Irene
 Richards, Mary
 Robbins, Ardis J.
 Roberts, Margaret Gwendolyn
 Robinson, Leona M.
 Rosenow, Mildred M.
 Rubin, Gertrude M.
 Ruggles, Charlotte Lou
 Ruitter, Ida
 Sebby, Maye Josephine
 Semmler, Esther J.
 Slavin, Helen A.
 Smital, Charlotte R.
 Smith, Hazel Marguerite
 Speranske, Virginia Lee
 Summins, Mildred Masters
 Swift, Charlotte Gaileen
 Thuestad, Margaret E.
 Toepfer, Mildred E.
 Van Antwerp, Maribel
 Vesta, Sylvia Agnes
 Winter, Sylvia
 Winterland, Leta E.
 Withers, Bessie Missman

II. FACULTY

1. I wish to call attention of the Board to the fact that Miss Bertha Bellis, critic teacher at the McMurry Training School, completed the requirements for the Ph.D. degree in Education. Miss Bellis received her doctorate from Northwestern University this month.
2. Mr. Birchard Coar of the Department of Music has requested a leave of absence for the college year, 1939-1940, to do graduate work at the University of Edinburgh in Scotland. I wish to recommend that this leave of absence be granted. Mr. Charles E. Fouser, a member of the Music Department, will take over the work in instrumental music handled by Mr. Coar.
3. I wish to recommend the appointment of Miss Minnie Stensland, supervisor of music in the public schools of DeKalb, to take over the work handled by Mr. Fouser in the college Music Department. Miss Stensland has her bachelor's and master's degrees from Columbia University and has done further graduate work at Northwestern University. She has been associated with the college as music supervisor at the McMurry Training School since 1932.
4. Miss Clare Ohlson, who was granted a leave of absence for the second semester and summer session to do graduate work, has informed us that she will return to the college to take up her position as seventh grade critic at the McMurry Training School in September.
5. Mr. Gus W. Campbell, on leave of absence for the college year, 1938-1939, has tendered his resignation in order to accept the position as eastern manager of Carnegie, Inc., with headquarters in New York City. I am reporting this resignation to the Board for approval as it was necessary for me to accept it as the appointment was contingent upon Mr. Campbell's release from the college.
6. Mr. George G. Evans, head of the Department of Physical Education for Men, has asked to be released from summer school teaching so that he may attend school to further his graduate study. I wish to recommend that this request be granted.
7. I wish to recommend the appointment of Mr. Carl H. Appell, regular faculty member of the Department of Physical Education for Men, to take the position left vacant for the summer session by Mr. Evans.

PROCEEDINGS

FACULTY PAYROLL FOR 1939-1940—NINE MONTHS

SALARIES AND WAGES

Anderson, Alma, Assistant Professor and Department Head.....	\$ 2,600.00
Anderson, Miriam, Associate Professor and Department Head.....	2,600.00
Appell, Carl, Associate Professor and Teacher.....	2,750.00
Beatty, E. C. O., Professor and Teacher.....	3,250.00
Beals, R. G., Assistant Professor and High School Supervisor.....	500.00
Bellis, Bertha, Professor and Training Teacher.....	2,600.00
Burrell, Blanche, Assistant Professor and Training Teacher.....	2,150.00
Burton, Emily, Assistant Professor and Training Teacher.....	2,200.00
Cain, Lucile, Unclassified.....	2,150.00
Caldwell, Loren T., Associate Professor and Teacher.....	2,450.00
, Associate Professor and Teacher.....	3,350.00
Cobb, Lillian, Professor and Department Head.....	2,600.00
Connor, J. Hal, Associate Professor and Department Head.....	3,400.00
Cramer, Carl, Assistant Professor and Teacher.....	2,400.00
, Department of Fine Arts.....	2,150.00
DeLassus, Wilma, Assistant Professor and Teacher.....	2,150.00
Eaton, Durward, Unclassified.....	2,340.00
Edel, E. F., Assistant Professor and Teacher.....	2,540.00
Evans, George G., Assistant Professor and Department Head.....	3,300.00
Fink, Stuart D., Associate Professor and Principal Training School.....	2,650.00
Fouser, Charles, Assistant Professor and Teacher.....	2,500.00
Gordon, Lenore, Assistant Professor and Librarian.....	1,575.00
Gould, Howard, Professor and Department Head.....	3,300.00
Gould, William, Assistant Professor and Teacher.....	3,400.00
Hall, Homer, Assistant Professor and Rural Supervisor.....	2,690.00
Hanby, Bernadine, Assistant Professor and Librarian.....	1,690.00
Harrison, Paul, Assistant Professor and Teacher.....	2,840.00
Hayes, M. C., Professor and Teacher.....	3,400.00
Hellmich, Eugene, Professor and Teacher.....	2,775.00
Hill, Wilma, Assistant Professor and Teacher.....	2,400.00
Howell, Charles, Unclassified.....	2,450.00
Jameson, Hugh, Professor and Teacher.....	3,250.00
Jenks, I. J., Associate Professor and Teacher.....	2,690.00
King, Annie E., Assistant Professor and Training Teacher.....	2,150.00
McKee, Eva, Assistant Professor and Teacher.....	2,350.00
McMahon, Eva, Assistant Professor and Head Librarian.....	2,350.00
Maybauer, Madeline, Assistant Professor and Training Teacher.....	2,150.00
Messenger, Helen, Professor and Teacher.....	3,240.00
Montgomery, Charles, Professor and Department Head.....	3,650.00
Neptune, Celine, Assistant Professor and Department Head.....	3,000.00
Neptune, Katherine, Assistant Professor and Librarian.....	2,090.00
Oakland, Milo T., Assistant Professor and Department Head.....	3,400.00
O'Brien, Marguerite, Assistant Professor and Training Teacher.....	2,150.00
O'Connell, William, Unclassified.....	2,500.00
Ohlson, Clare, Assistant Professor and Training Teacher.....	2,150.00
Peterson, Bena, Assistant Professor and Training Teacher.....	2,250.00
Phillips, Frank, Assistant Professor and Director of Training.....	2,250.00
Pratt, Bertha, Assistant in Library.....	1,140.00
Resnikow, Sylvia, Associate Professor and Teacher.....	1,890.00
Seed, Mary Jane, Assistant Professor and Teacher.....	2,200.00
Small, B. Mae, Assistant Professor and Teacher.....	2,290.00
Stelford, Norma, Assistant Professor and Teacher.....	2,500.00
Stensland, Minnie, Assistant Professor and Teacher.....	2,250.00
Storm, William B., Associate Professor and Department Head.....	3,490.00
Taylor, E. Ruth, Assistant Professor and Teacher.....	2,400.00
Terwilliger, George, Assistant Professor and Teacher.....	2,500.00
, Department of Biological Sciences.....	2,150.00
Trager, Lela, Assistant Professor and Teacher.....	2,150.00
Uhland, Maude, Professor and Teacher.....	2,600.00
Valentine, Bessie, Rural Training Teacher.....	590.00
Vandenbark, Margaret, Assistant Professor and Training Teacher.....	2,150.00
Vincent, Grace, Rural Training Teacher.....	590.00
Whittaker, Milo L., Professor and Department Head.....	3,600.00
Wiggert, Elsie, Assistant Professor and Teacher.....	2,150.00
Williams, Mary, Assistant Professor and Teacher.....	3,250.00
Wiswall, Vera, Assistant Professor and Teacher.....	2,250.00
Woolhiser, Ethel, Assistant Professor and Teacher.....	3,100.00
Yoakam, Doris, Professor and Teacher.....	2,500.00
Zulauf, R. M., Associate Professor and Teacher.....	3,100.00
Pro-rata Training Teachers—Elementary.....	4,525.00
Pro-rata Training Teachers—Secondary.....	6,360.00
Miscellaneous.....	450.00
Total, Faculty Payroll—Nine Months.....	\$182,945.00

TEACHERS COLLEGE BOARD

FACULTY, WILLISTON HALL, AND EMPLOYEES—TWELVE MONTHS

Anderson, Amanda, Domestic	\$ 660.00*
Daugherty, Charles, Janitor	1,500.00
Daugherty, Charlotte, Assistant Cook	780.00*
Gabel, Otto, Associate Professor and Teacher.....	2,900.00**
Hayter, Earl W., Professor and Teacher.....	2,590.00**
Jacox, George, Laborer	1,500.00
Johnson, Charlotte, Domestic.....	600.00*
Johnson, Mildred, Domestic	780.00*
McClelland, Mollie, Domestic	660.00*
Mathaly, Walter, Fireman	1,500.00
Morrison, Donald, Assistant Professor and College Nurse.....	2,250.00
Nix, Grace E., Assistant Professor and Director Williston Hall.....	2,250.00
Ough, Marion, Domestic	780.00*
Steffa, Alta, Domestic	715.00*
Swanson, Theodore, Laborer	1,320.00
Wiltse, Emma, Domestic	600.00*
	<hr/>
	\$ 21,385.00

* For 11 months.

** For 9 months.

SALARY LIST FOR 1939-1940

SALARIES AND WAGES—TWELVE MONTHS

Adams, Karl L., President	\$ 6,750.00
Annas, A. Neil, Associate Professor, Department Head, Dean of Men.....	4,625.00
Barauski, Anton, Janitor	1,500.00
Benesh, Lewis C., Physician and Health Director.....	3,350.00
Bjerk, Nels, Janitor	1,500.00
Campbell, Alexander, Laborer	1,500.00
Clark, James A., Stationary Engineer.....	2,320.00
Davidson, Blanche, Assistant Professor and Dean of Women.....	3,600.00
Ebbesen, Andrew, Fireman	1,500.00
Eychaner, P. J., Janitor.....	1,370.00
Groves, Leta, Junior Stenographer.....	1,200.00
Hakala, Elma, Assistant Registrar	1,720.00
Harden, Halstead, Fireman	1,500.00
Hart, Joseph, Janitor	1,260.00
Hiatt, Fred, Laborer	1,500.00
Hickey, Robert, Laborer	1,260.00
Huml, Frances, Junior Stenographer	1,200.00
Jorgensen, Florence, Principal Stenographer.....	1,500.00
Johnson, Arthur F., Superintendent of Buildings.....	2,100.00
Johnson, Olive S., Bookkeeper	1,950.00
Kestila, Linda, Student Secretary	1,320.00
Leifheit, Edith, Registrar	2,520.00
Long, Taylor, Laborer	1,200.00
Lytte, Lorene, Senior Department Bookkeeper.....	1,500.00
Mann, Jessie R., Assistant Professor Emeritus	1,450.00
Merritt, L. Eveline, Assistant Professor Emeritus.....	1,450.00
Mobeck, Andrew, Laborer	1,500.00
Oberg, Otto, Janitor	1,500.00
Pantilla, Anna, Laborer	1,060.00
Parson, S. F., Professor Emeritus	1,800.00
Peterson, O. E., Professor, Department Head, Director Placement.....	5,425.00
Romeis, Franz J., Business Manager	3,600.00
Simonson, Ida S., Professor Emeritus	1,770.00
Sparrow, Floyd, Laborer	1,260.00
Sperling, Clara, Secretary to the President.....	1,500.00
Street, Paul, Assistant Professor, Alumni Secretary, Associate in English....	2,520.00
Swinbank, William, Superintendent of Grounds	2,100.00
Turnbloom, Elmer, Stationary Engineer.....	1,600.00
Student Assistants	4,210.00
Student Help	8,800.00
	<hr/>
	\$ 91,290.00

III. OTHER SCHOOL EMPLOYEES—No report.

IV. THE ORGANIZATION—No report.

V. THE CURRICULUM—No report.

VI. BUILDINGS AND GROUNDS—No report.

VII. AUXILIARY ENTERPRISES—No report.

VIII. STUDENT LIFE—No report.

IX. MISCELLANEOUS—No report.

X. SUMMARY.

Action is requested on the following:

1. Approval of the awarding of degrees and diplomas to the students who completed the requirements for graduation at the close of the spring quarter, June 7, 1939.
2. Approval of the granting of the leave of absence to Mr. Birchard Coar for the college year 1939-1940.
3. Approval of the appointment of Miss Minnie Stensland to the regular college faculty for the College year 1939-1940.
4. Acceptance of the resignation of Mr. Gus W. Campbell.
5. Approval of the appointment of Mr. Carl H. Appell for the summer session of 1939 to take the place of Mr. Evans.
6. Approval of the salary schedule for 1939-1940.

Respectfully submitted,

KARL L. ADAMS, *President*

REPORT OF THE EASTERN ILLINOIS STATE TEACHERS COLLEGE CHARLESTON

For the Meeting in Springfield

June 19, 1939

*To the Chairman, Secretary and Members
of the Normal School Board:*

Ladies and Gentlemen: I have the honor of presenting the following report on the Eastern Illinois State Teachers College:

I. STUDENTS

1. Attendance—Winter Quarter, 1938-39

Class	Men	Women	Total	Total One Year Ago	Change
a. College					
Post Graduates	3	2	5	6	16% loss
Seniors	54	43	97	80	21% gain
Juniors	99	67	166	100	66% gain
Sophomores	111	142	253	288	12% loss
Freshmen	228	257	485	256	88% gain
Total	495	511	1,006	730	37% gain
b. High School					
Teachers College					
High School	100	95	195	181	7% gain
Humboldt C.H.S.	46	53	99	88	12% gain

TEACHERS COLLEGE BOARD

Class	Men	Women	Total	Total One Year Ago	Change
c. Non-residents					
Extension Students...	125	272	397	338	17% gain
d. Elementary School					
Teachers College					
Elementary School..	124	127	251	253	
Humboldt E.S.	20	20	40	50	
Clear Spring Rural ...	13	13	26	27	
Lafferty Rural	8	6	14	13	
Oak Grove Rural.....	5	6	11	14	
Grand Total	936	1,103	2,039	1,694	20% gain

2. Attendance—Spring Quarter, 1939

Class	Men	Women	Total	Total One Year Ago	Change
a. College					
Post Graduates	3	2	5	4	25% gain
Seniors	62	46	108	79	36% gain
Juniors	92	62	154	94	63% gain
Sophomores	101	137	238	285	16% loss
Freshmen	213	243	456	240	90% gain
Total	471	490	961	702	37% gain
b. High School					
Teachers College					
High School	95	91	186	181	3% gain
Humboldt C.H.S.	46	53	99	88	12% gain
c. Non-residents					
Extension Students ...	121	187	308	341	9% loss
d. Elementary School					
Teachers College					
Elementary School..	124	127	251	253	
Humboldt Elem. Sch...	20	20	40	50	
Clearspring Rural ...	13	13	26	27	
Lafferty Rural	8	6	14	13	
Oak Grove Rural.....	5	6	11	14	
Grand Total	903	993	1,896	1,669	14% gain

3. Scholarship report for 1938-39.

a. The Lindly scholarships presented in lieu of fees total as follows:

Men	Women	Total
34	190	224

a. The Lindly scholarships presented in lieu of fees list as follows:

Name and High School	Quarters
1. Allard, Grace, Noble	3
2. Arney, Betty Rose, Redmon	3
3. Atherton, Richard, Kankakee	3
4. Austin, Verla Mae, Herrick	3
5. Bail, Philip Eugene, St. Elmo.....	3
6. Barco, Mary Catherine, Oakwood	3
7. Barnhart, Mearl L., Bone Gap.....	2 (Fall, Winter)
8. Bell, James, Catlin	3
9. Bennett, Margaret, Westfield	3
10. Berns, Charles Pat, Pana	3
11. Bixler, Florence Louise, Sidell	3
12. Bonwell, Clarice Ruby, Scotland.....	3
13. Bromley, Mary Pauline, Charleston	3
14. Brown, Charles C., Arcola	1 (Winter)
15. Brown, Doris Wyota, Arcola	3
16. Browning, Herbert Carlisle, Oakland	3
17. Bryant, Leo Edward, Assumption	3
18. Bullerman, Evelyn Margaret, Stewardson	3
19. Burgener, Frances Louise, Assumption	3
20. Burton, Alice Maxine, Armstrong	3
21. Buss, Lottie Lucille, Olney	3

PROCEEDINGS

Name and High School	Quarters
22. Cain, Erma Vivian, Arcola	3
23. Carlton, Wilma, Brownstown	3
24. Castle, Marcella Mae, Pana	3
25. Christopher, Lawrence Clark, Tower Hill	3
26. Clark, Carro Mae, West Salem	2 (Fall, Winter)
27. Clark, John, Hume	2 (Winter, Spring)
28. Cline, Erma Jean, Springfield	3
29. Coburn, Aline Louise, Arthur	3
30. Collins, Beulah Louise, Casey	3
31. Collins, Thelma, Strasburg	3
32. Corman, Erma Mae, Mt. Zion	3
33. Couch, Jack Aden, St. Francisville	3
34. Crawford, Mary Adeline, Potomac	3
35. Cummings, Helen Louise, Danville	3
36. Cummins, Anna Lee, Willow Hill	3
37. Currey, Charles, Brocton	3
38. Daniels, Nelda Evelyn, St. Jacob	3
39. Davidson, Rondell Lee, Edinburg	3
40. Devore, Linder Durell, Altamont	3
41. Donahue, Rosemary Ann, Charleston	3
42. Douglas, Clyde Emmett, Louisville	3
43. Eaton, John Woodrow, Charleston	3
44. Eller, Betty Lou, Centralia	3
45. Erickson, Eleanor Enid, Kankakee	3
46. Farris, Leona Mae, Louisville	3
47. Finkbinder, Eva Miriam, Hutsonville	3
48. Finley, Martha Margaret, Bridgeport	3
49. Fleener, Ivan Jessie, Hammond	3
50. Fling, Dean Arthur, Windsor	3
51. Flowers, Creole Udell, Fillmore	3
52. Foor, Burnilda Maxine, Shelbyville	3
53. Furry, Mary Eleanor, Toledo	3
54. Garner, Jennie, Paris	3
55. Gher, Kenneth, St. Francisville	1 (Fall)
56. Goble, Mary Eleanor, Westfield	3
57. Goldsmith, Reba Margaret, Robinson	3
58. Grismer, Mona Rose, Redmon	3
59. Grissom, Mary Virginia, Arthur	3
60. Guthrie, Ruth, Allerton	3
61. Heinzman, Ruth M., Carlyle	3
62. Hensen, Dorothy June, Hillsboro	3
63. Hettinger, Dorothy Marie, Tolono	3
64. Hoehn, Kathryn Mary, Witt	3
65. Hoffman, Ruth Ella, Fillmore	3
66. Hollman, Norma Janet, Lawrenceville	3
67. Holycross, Emma Elizabeth, Danville	3
68. Honn, Electa Marie, Kansas	3
69. Howell, George Morris, Rosamond	3
70. Hurst, Daphne Inez, Martinsville	3
71. Ingram, Frances Grace, Toledo	3
72. Isley, Hazel C., Newton	3
73. Jackson, Myrl William, Oblong	3
74. Jensen, Dorothy Marie, Neoga	3
75. Kincaid, Ruth Ann, Effingham	3
76. Kirkham, Madge Ellen, Kansas	3
77. Kresin, Helen Margery, Tuscola	3
78. Kuhn, Brigitta, Paris	3
79. Kunze, Helen Elizabeth, Edwardsville	3
80. Lambird, Dale, Newton	2 (Fall, Winter)
81. Leevy, Hale Carleean, Westfield	3
82. Littlejohn, Jay, Casey	3
83. Lockyer, Merle Allen, Gillespie	3
84. Love, Mary Ruth, Altamont	3
85. Luallen, Violet, Newman	3
86. Marlow, March Lurea, Bethany	3
87. McComas, Lou Anne, Paris	3
88. McElroy, Wilbur, Homer	3
89. McHenry, Albert Junior, Brocton	3
90. Milone, Charles Louis, Olney	3
91. Moore, Marion Geraldine, Lawrenceville	3
92. Moore, Robert Dale, Niantic	3
93. Mull, Walter, Mulberry Grove	1 (Fall)
94. Murphy, Geneva June, Marshall	3
95. Nantkes, Elaine Vivian, Witt	3
96. Nash, Betty Catherine, Mattoon	3
97. Oliver, Earl Lester, Charleston	3
98. Orban, Marie, Brighton	1 (Winter)
99. Orndoff, Roy, Humboldt	1 (Fall)
100. Parrott, Oreba Margaret, Lawrenceville	3
101. Phar, Edith Frances, Mt. Carmel	3

TEACHERS COLLEGE BOARD

Name and High School	Quarters	
102. Pinkstaff, Mary Inez, Lawrenceville.....	3	
103. Plunkett, Jane Morine, Palestine.....	3	
104. Potts, Raymond William, Villa Grove.....	3	
105. Pressly, Dorothy Lee, Villa Grove.....	3	
106. Pyro, Frances Lucille, Greenville.....	3	
107. Racster, Barrett, Albion.....	3	
108. Redding, Alfred Adelbert, Lamphier (Springfield).....	3	
109. Rennels, Mabel Maxine, T. C. (Charleston).....	3	
110. Rhodes, Betty Lucille, Medora.....	3	
111. Rich, Floyd, Flat Rock.....	2	(Fall, Winter)
112. Richardson, Rachael Grace, Sullivan.....	3	
113. Richmond, George S., Fillmore.....	3	
114. Roberts, Helen Louise, Danville.....	3	
115. Robinson, Robert N., Oblong.....	3	
116. Rogers, Mary Louise, Humboldt.....	3	
117. Schreech, Gladys Irene, Metcalf.....	2	(Winter, Spring)
118. Shafer, Gerald George, Sumner.....	3	
119. Shubert, Lois Elizabeth, T. C. (Charleston).....	3	
120. Sporleder, Helen Lucile, Bethany.....	3	
121. Sporleder, Lillis June, Bethany.....	3	
122. Stine, Paul Taylor, St. Elmo.....	3	
123. Stout, Ellis Leo, Bridgeport.....	3	
124. Swinney, Sylvanee, Tower Hill.....	3	
125. Tefft, Nina Mae, T. C. (Charleston).....	3	
126. Thull, Lena Elizabeth, Ramsey.....	3	
127. Thurn, Mary Adelle, Pana.....	3	
128. Vanblaricum, Glenn Franklin, Noble.....	3	
129. Waddelow, Marie, Rosamond.....	1	(Fall)
130. Walters, Mildred Alene, Robinson.....	3	
131. Ward, Nettie Alene, Greenup.....	3	
132. Watts, Lorie Otto, Oblong.....	3	
133. Weaver, Janice LaRue, Sidell.....	3	
134. Weidner, Ruth Frances, Edwardsville.....	3	
135. Wilson, Barbara Jeanette, Lerna.....	1	(Fall)
136. Wood, Eileen, Greenup.....	3	
137. Wood, Harry, Noble.....	3	
138. Worland, John David, Neoga.....	3	
139. Wright, Lila Lorraine, Newman.....	3	
140. Zupsich, Joe, Mt. Olive.....	3	
Total	140	
127 scholarships.....	3 quarters at \$30.00	\$3,810.00
6 scholarships.....	2 quarters at \$20.00	120.00
7 scholarships.....	1 quarter at \$10.00	70.00
Total		\$4,000.00

4. Graduates

- a. The following students completed the requirements of the four-year curriculum as per the major and minor subjects listed, and are recommended for graduation with the degree of Bachelor of Education as of June 2, 1939:

DEGREE GRADUATES

Abbee, Lucille Rose, Mathematics—English, History.....	Edwardsville
Abenbrink, Edna Dorothea, Home Economics—Art.....	Edwardsville
Bolerjack, Virgil Ira, History—Mathematics, Zoology.....	Enfield
Bower, Ray Landis, Industrial Arts—Mathematics.....	Charleston
Braithwaite, Gussie Mae, Elementary Education, Geography—History.....	Decatur
Brown, Osmond Vivian, Industrial Arts—History, Physical Education.....	Claremont
Bryan, Garland Burcham, Industrial Arts—Botany.....	Annapolis
Burmeister, Robert William, History—English.....	Springfield
Chaney, Mary Margaret, Home Economics—History.....	Arcola
Claar, Aline Mae, Latin—English, History, Mathematics, French, German.....	Charleston
Cortelyou, George Burwell, Botany—Zoology, Geography, Mathematics.....	Robinson
Costello, Violet Muralon, English—History, Commerce.....	Westfield
Cox, Ross Iven, Industrial Arts—Physics.....	Charleston
Curry, Florence Isabel, Home Economics—Art.....	Windsor
Daugherty, Mary Eileen, Music—English.....	Ellis Grove
Dennis, Martin Carroll, Industrial Arts—History.....	Dalton City
Duncan, Florence Lillian, English—History, Speech.....	Flat Rock
Fearn, Harold George, Industrial Arts—Social Science.....	Pana
Fearn, Logan Wallace, Social Science—Chemistry, Physical Education.....	Pana
Fell, Nancy Kathryn, Elementary Education, English—History.....	Kansas
French, Marjorie, English—Art, History.....	Lerna

PROCEEDINGS

Funkhouser, Mary Crystal, Elementary Education—English, History, Geography...	Paris
Goldsmith, Leon Dale, Physics—Mathematics, Chemistry...	Dundas
Greathouse, Betty Mae, Home Economics—History...	Hindsboro
Greer, Olive Manette, Zoology—Botany, French...	Olivet
Greeson, Leonard Eugene, Mathematics—Botany, Physics...	Lerna
Grothe, Laura Augusta, Elementary Education, History—Art...	Decatur
Hallowell, Robert Edward, Latin—French, German, English...	Charleston
Harris, Maytie Marie, Elementary Education—English, History, Zoology...	Clay City
Harwood, Mary Alice, Latin—English...	Charleston
Heggerty, Thomas Edward, Mathematics—Physical Education, Social Science...	Brocton
Henderson, Geneva June, Latin—English, History, French...	Clay City
Hoffman, Helen Pauline, Mathematics—English, German...	Fillmore
Holloway, Marguerite Blanche, Home Economics—Art...	Fillmore
Howell, John Graham, Music—Social Science...	Danville
Jack, Dorothy Mae, Home Economics—Art...	Charleston
Jacobs, Eleanor Virginia, Elementary Education—English, History...	Paris
Kelly, Mary Jane, Home Economics—History...	Charleston
Klein, Don Thomas, Latin, English—German, Greek...	Flora
Lazaretti, Joseph, Industrial Arts—Mathematics...	Centralia
Lester, Beulah Kepley, Botany—Zoology, Geography, Elementary Education...	Mt. Carmel
Lindsay, Dorothy Ellen, Home Economics—Art...	Pinkstaff
Martin, Albert Jackson, Social Science—Mathematics, Physics...	Robinson
Mayoros, Steve John, Botany—Zoology, Physical Science...	Westville
Montgomery, Doit Arden, Mathematics—Physics, Chemistry, Coaching...	Martinsville
Myers, Earl Burdick, Industrial Arts—Physics...	Assumption
Ogden, Alice Kathryn, Home Economics—Art...	Kanasas
Owen, William Austin, Industrial Arts—Social Science...	Chrisman
Petty, Virginia Rosamond, Home Economics—Art...	Charleston
Podesta, Violet Louise, English—History, Art...	Mattoon
Pulliam, Warren Smith, Mathematics—Physics, Coaching...	Louisville
Ragan, Jean Kathryn, English—Commerce, Social Science...	Fillmore, Ind.
Rice, Betty I. E., Speech—English, History...	Rossville
Rice, James Edwin, Mathematics—Speech, Physics...	Pana
Ritchie, Walter David, Chemistry—Physics, Mathematics, Coaching...	Oblong
Seeley, William Max, Music—History...	Toledo
Senteney, Joseph Bouck, Geography—History, Agriculture...	Lerna
Shull, Carl Edwin, Art—History, Botany...	Greenup
Simmons, Aubrey Nolan, Physics—Mathematics...	Shelbyville
Smith, Cecil Edgar, Mathematics—History...	Charleston
Stahl, James Spencer, Social Science—Physical Education...	Ridgefarm
Stanberry, Betty Jane, History—English...	Charleston
Sunderman, Glenn Edward, English—History, Speech...	Homer
Swartz, Ruby Lois Nay, Social Science—French...	Chicago
Turner, Inez Rosalie, Home Economics—History...	Isabel
Turner, Martha Emaline, Elementary Education—English, Geography, Biology...	Charleston
Van Note, Roy Nelson, English—French, Latin...	Mattoon
Waldrrip, John Eugene, History—Zoology, Coaching...	Greenup
Walters, Helen Lucy, Home Economics—History...	Hindsboro
Wesley, Gale Leroy, Industrial Arts—Mathematics...	Robinson
Wickiser, Mary Virginia, Home Economics—Art...	Greenup
York, Veda Maxine, Home Economics—History...	Kansas
Zahale, Jack Gregory, Industrial Arts—Social Science...	Prairie View

Men	Women	Total
36	37	73

- b. The following students completed the requirements of the two-year curriculum, and are recommended for graduation with the Junior College diploma as of June 2, 1939:

DIPLOMA GRADUATES

Abraham, Quentin Wilson	Yale
Borton, Helen Lucina	Tower Hill
Cummings, Helen Louise	Danville
Cummins, Lucille Fern	Newton
Eller, Betty Lou	Centralia
Grisson, Mary Virginia	Arthur
Grove, Vera May	Stewardson
Heinzmann, Ruth Marie	Carlyle
Howell, Bertha Ione	Charleston
Ives, Norma Leone	Hunt
Kennard, Frances Lela	Keensburg
Kincaid, Mary Hazel	Farina
Klunk, Dolores Josephine	Worden
Lientz, Pauline	Kankakee
Littlejohn, Jay	Casey
Lualien, Violet Lucille	Newman

TEACHERS COLLEGE BOARD

DIPLOMA GRADUATES

Bartin, Zola Louise Watkins	Brocton
McCloy, Alice Naomi	Mason
Milligan, Mary Earline	Mt. Carmel
Morgan, Rosemary	Danville
Murphy, Ruth Leone	Marshall
Oates, Bertha Geraldine	Taylorville
Osborn, Eleanor Jane	Danville
Painter, Velma Marie	Taylorville
Peters, Chalmers	Galena
Phar, Edith Frances	Mt. Carmel
Poynter, Oa Jett	Dieterich
Preston, Ruth Ophelia	Mattoon
Roberts, Helen Louise	Danville
Shick, Chlorene E.	Casey
Stipp, Bonnie Marie	Olivet
Stublefield, Betty Jane	Centralia
Taylor, Margery Eileen	Moweaqua
Thompson, Eva Eleanor	Hillsboro
Timmons, Dorothy Jean	Danville
Warfel, Goldie Bernice	Tolono

Men	Women	Total
4	32	36

5. Student Honors:

- By vote of the faculty the annual graduate scholarship offered by the University of Illinois was awarded to Robert Edward Hallowell, B.Ed., 1939, of Charleston, Illinois. Mr. Hallowell will study in the field of Romance Languages.
- By vote of the Executive Committee of the Alumni Association, the annual Livingston C. Lord Scholarship was awarded at commencement to Albert Junior McHenry of Brocton, Illinois, a junior in the college.

II. FACULTY

1. Leave of absence:

- Margaret B. Donley, A.M., first grade critic teacher, a continuance of leave of absence without salary for the winter quarter, 1938-39, due to illness in her immediate family.
- Eugene M. Waffle, A.M., Instructor in English, leave of absence without salary for the spring quarter, 1939, in order to complete the dissertation for the doctorate at the George Peabody College for Teachers.
- Seth Fessenden, A.M., Instructor in English in Teachers College High School, leave of absence without salary for the school year 1939-40, in order to accept an assistantship at New York University and to complete the residence requirements for the doctorate.
- Lucille Crosby, A.B., B.S. in L.S., Assistant Librarian, leave of absence without salary for the school year 1939-40, in order to study for the master's degree in Library Science at the University of Illinois.

2. Change of Status :

- a. Howard DeF. Widger, A.M., Professor of English, on leave for study 1938-39, to part-time Instructor in Extension for the second half-year, at a salary of \$120 per month for four months.
- b. Anna H. Morse, inactive first grade critic, to first grade critic, emerita, as of July 1, 1939, at a retirement allowance of \$1,200 per year. Miss Morse was changed to the inactive list on July 15, 1935. She is eligible to emerita rating as per the minutes of the Normal School Board of November 19, 1934, reading,

“Regulations for Emeritus Service in the State Teachers Colleges of Illinois:

Section 3. A teacher who by reason of disability cannot remain in service until the age of sixty-five may upon the recommendation of the President and the approval of this Board be retired prior to that age, provided he meets the requirements in Section 4, but the emeritus salary shall not begin until the age of sixty-five.

Section 4. A teacher who has served thirty-five years in public education, twenty years of which have been in the State teachers colleges of Illinois, shall be eligible to receive an annual emeritus salary.”

Facts bearing upon the eligibility of Miss Anna H. Morse are :

Age: Born February 15, 1874. Became 65 years of age, February 15, 1939.

2. Teaching service :

1893-95	Public schools, Crystal Lake, Ill...	2 years
1895-05	Public schools, Oak Park, Ill.	10 years
1905-35	Eastern Illinois S.N.S. & S.T.C....	30 years
	Total public school experience...	42 years

- c. Albert B. Crowe, A.M., Associate Professor of Chemistry, to Associate Professor of Chemistry, Emeritus, beginning July 1, 1939, with an allowance of \$1,800 for twelve months. Mr. Crowe became seventy years of age on January 20, 1939, and by the rules of the Normal School Board is automatically transferred to the retired list at the end of the current year. Mr. Crowe joined the faculty at Eastern in September, 1906. In addition to his thirty-six years of service at the college, he taught rural schools in Indiana for three years, and science in the high school at Ft. Wayne, Indiana, for ten years. He is completing forty-nine years of teaching service in public education.

3. Resignations:

- a. Lawrence F. Ashley, Ph.D., Head of the Department of Industrial Arts, on leave 1938-39 as Director of Vocational Guidance for the public schools of Yonkers, New York, in order to accept the above position permanently.
- b. Catherine F. Stilwell, Ph.D., as Dean of Women, effective at the close of summer school, in order to secure a more advanced position.
- c. Marie E. Lindberg, M.S., as Instructor in Foods and Dietitian, Pemberton Hall, effective at the close of summer school, in order to accept an assistantship at Columbia University.

4. New Faculty:

- a. M. Letitia Ellicott, A.M., substitute first grade critic teacher, vice Margaret B. Donley on leave, continuance for the winter quarter, 1938-39, at \$220 per month.
- b. Dorothy West, Ph.D., substitute Instructor in English, vice Eugene M. Waffle on leave, for the spring quarter 1939, at \$200 per month.
- c. Walter D. Albert, A.B., State Teachers College, Wayne, Nebraska, 1928; M.S., 1932, Ph.D., University of Nebraska, 1934, as Assistant Professor of Chemistry, vice Albert B. Crowe, emeritus, at a salary of \$2,430 for nine months, beginning in September, 1939. Dr. Albert has been assistant professor of chemistry and physics at the State Teachers College, Peru, Nebraska, since 1934.
- d. Elizabeth K. Lawson, A.B., Bucknell University, 1927, A.M., Bucknell University, 1935, Ph.D., New York University, 1939, as Dean of Women, vice Catherine F. Stilwell, resigned, at a salary of \$3,300 for twelve months, beginning about August 15, 1939. Miss Lawson has been assistant to the Dean of Women at Bucknell University since 1927, and acting Dean of Women during summer sessions at the same institution.

5. Summer School Faculty:

The calendar dates of the summer term for 1939, beginning Monday, June 12, and ending Friday, August 4, divide the total salary into 15/40 due on June 30, the end of the biennium, and 25/40 due on August 4. *Indicates new faculty members acting as substitutes during the summer term for regular members of the faculty.

ART:

Gracey, Frank M., Ph.D.....	\$	600.00
*Atwood, Mae G., Ph.D.....		450.00
*Sargent, Paul T., half-time.....		300.00

PROCEEDINGS

BIOLOGICAL SCIENCE:

Stover, Ernest L., Ph.D.	\$780.00
Spooner, Charles S., Ph.D.	720.00
Scruggs, Walter M., M.S.	580.00
Cavins, Harold M., M.S.	580.00

COMMERCE:

Thompson, James M., Ed.D.	600.00
Thompson, James O., M.A.	400.00

EDUCATION:

Rothschild, Donald A., Ph.D.	660.00
Heise, Bryan, Ph.D.	600.00
Edwards, Arthur U., Ph.D.	540.00
Olsen, Hans C., Ph.D.	540.00
Zeigel, William H., Ph.D.	540.00

ENGLISH:

Widger, Howard DeF., A.M.	800.00
Andrews, Franklyn L. A.M.	630.00
Waffle, Eugene M., A.M.	580.00
Shiley, Robert A., Ph.D.	560.00

GEOGRAPHY:

*Glasgow, James H., Ph.D.	500.00
*Hoy, Harry E., M.S.	500.00

HOME ECONOMICS:

*Bledsoe, Hazle M., M.S.	350.00
*Seyb, Gertrude, M.S.	350.00
Lindberg, Marie, M.S.	350.00

INDUSTRIAL ARTS:

Klehm, Walter A., Ed.D.	680.00
McClure, John A., M.S.	440.00
Wagner, Merlin R., M.S.	480.00
Fischer, Oliver M., M.S.	460.00

LIBRARY:

Booth, Mary J., B.L.S.	640.00
Smith, May, M.S. in L.S.	400.00
Love, Harriet, M.S. in L.S.	380.00
Duggleby, Esther, M.S. in L.S.	360.00
Crosby, Lucile, B.S. in L.S.	320.00

MATHEMATICS:

Taylor, Edson H., Ph.D.	1,000.00
Heller, Hobart F., A.M.	600.00

MUSIC:

Wolfe, Irving, Ph.D.	600.00
Hanson, Ethel I., A.M.	450.00
Warner, Robert A., M.Mus.	400.00

PENMANSHIP:

Hunter, Jessie M., A.M.	400.00
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PHYSICAL EDUCATION:

Carson, Gilbert, A.M.	500.00
Van Horn, Paris J., A.M.	450.00
McAfee, Florence, A.M.	600.00
Hupprich, Mabel, M.S.	480.00

PHYSICAL SCIENCES:

Phipps, Harris E., Ph.D.	640.00
Verwiebe, Frank L., Ph.D.	560.00

SOCIAL SCIENCES:

Thomas, Simeon E., LL.D.	830.00
Coleman, Charles H., Ph.D.	640.00
Alter, Donald R., Ph.D.	560.00
Wood, William G., Ph.D.	500.00

SPEECH:

Ross, J. Glenn, Ph.D.	640.00
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ELEMENTARY SCHOOL:

Levake, Edith, A.M.	580.00
Baker, Emily V., A.M.	450.00
Bakson, Bernice I., A.M.	450.00
*Blythe, Hettie E., A.M.	400.00
*Ivey, Mae J., A.M.	400.00
*Ellicott, M. Letitia, A.M.	440.00
Donley, Margaret B., A.M.	520.00
Thompson, Mary, R.N.	350.00

Total Salary\$30,110.00

June salary\$11,291.25

July-August salary18,818.75

III. OTHER EMPLOYEES

1. John Wrenn was certified as full-time janitor at \$100 per month, effective January 3, 1939, due to need of a janitor on duty in the Science Building. Mr. Wrenn was secured by requisition through regular channels.
2. W. Eugene Nixon was certified as half-time janitor at \$50 per month, effective January 3, 1939, due to the need of night janitor service in the Health Education Building. Mr. Nixon was secured by requisition through regular channels. It is recommended that full-time employment be given Mr. Nixon beginning July 1 so his services can be used during regular vacation periods of the janitorial staff.
3. Mrs. Verla Johnson, kitchen attendant, resigned effective March 1, 1939.
4. Mrs. Auda Bell, kitchen attendant, was certified through regular official channels effective March 4, 1939. An unexpected injury to one of Mrs. Bell's hands prevented her reporting for active duty at \$50 per month and board, until May 1, 1939, necessitating the employment of week by week substitute kitchen help. Mrs. Bell is now on active duty.
5. A visit from an inspector of the Department of Labor on March 6, 1939, caused the filing of a report requesting an additional kitchen attendant due to the hour schedule of the women employees. A shift in hours for the remainder of the fiscal year meets the situation, but it will be necessary to add one woman for the next biennium.

IV. THE ORGANIZATION

The calendar for the college year, 1939-40, is presented as follows:

FALL QUARTER, 1939 (Twelve Weeks)

Monday, September 11—Freshmen Registration, 8 a. m.

Monday, September 11 to Wednesday, September 13, inclusive,
Freshman Orientation Program

Monday, September 11—Training Schools begin, 8 a. m.

Wednesday, September 13—Registration for other students, 8 a. m.

Thursday, September 14—College Classes begin, 8 a. m.

Friday, October 6—Eastern Division, I. E. A. Meeting

Friday, October 27 }
Saturday, October 28 } Twenty-fifth Annual Homecoming

Thursday, November 30—Thanksgiving Recess begins

Friday, December 1—Fall Quarter closes

WINTER QUARTER, 1939-40 (12 weeks)

Monday, December 4—Registration for all students 8 a. m.

Friday, December 22—Christmas Recess begins, close of school day

Tuesday, January 2—College Classes resumed, 8 a. m.

Friday, March 1—Winter Quarter closes

PROCEEDINGS

SPRING QUARTER, 1940 (12 weeks)

Monday, March 4—Registration for all students, 8 a. m.
Friday, March 22—Easter Recess begins close of school day
Monday, April 1—College Classes resumed, 8 a. m.
Sunday, May 28—Baccalaureate, 8 p. m.
Friday, May 31—Spring Quarter closes
Friday, May 31—Commencement, 4 p. m.

SUMMER TERM, 1940 (Eight weeks)

Monday, June 10—Registration, 8 a. m.
Friday, August 2—Summer Term closes

V. THE CURRICULUM—No report

VI. BUILDINGS AND GROUNDS

1. The attention of the Board is called to the need of the additional boiler in the heating plant, due to the two additional buildings serviced. \$25,000 has already been allotted by the Board, and approved for such use by Governor Horner. The lowest bid for this equipment was \$40,534. Provision for additional funds should be considered, so that new bids could be taken and construction completed during the summer months immediately ahead.
2. The plan of and the condition of the walks and drives on the campus, particularly about the new buildings, are such that provision needs to be made for improving and supplementing them. This work should be done by contract, under supervision of the Division of Architecture and Engineering and the Division of Highways. Approximately \$25,000 will be needed for this work.
3. The attention of the Board is called to the list of repair and construction items previously listed by the joint survey of Mr. File and the Division of Architecture and Engineering. The assistance of this Division should be requested in drawing plans for and taking bids for the necessary construction, so that the time of the summer months could be used to advantage. The particular items for immediate consideration are:
 - a. Installing the fire escape system needed.
 - b. Rewiring women's dormitory with the service outlets and fixtures needed.
 - c. Campus lighting system.
 - d. Rebuilding with new fixtures, the toilet rooms and bath rooms in the Main Building and the Women's Dormitory.

- e. Redecorating the auditorium, Main Building.
 - f. Rebuilding old gymnasium, locker and shower rooms for use of grade school children.
 - g. Rehabilitation of science rooms, Main Building.
4. The use of the Health Education Building during the year has brought attention to minor details connected with construction, for which adjustments are being made as necessary. The expenditure of the \$25,000 for equipment is practically completed. A detailed report on the cost of the building and equipment will be made a part of the next report.

Difficulty has arisen, however, in regard to payment of the services of the Associate Architects, Messrs. Hewitt, Emerson and Gregg. The original low bids for complete equipment, taken by this firm, totalled \$34,877.78, itemized as follows:

EQUIPMENT, HEALTH EDUCATION BUILDING

Proposal No. 1.....	\$ 7,350.00
Item 1. Lockers and wardrobes }	
Item 2. Steel shelving }	
Item 3. Locker benches }	
Item 11. Steel cabinet files }	
Proposal No. 2.....	2,792.00
Item 4. Metal folding chairs }	
Item 5. Chair trucks }	
Proposal No. 3.....	1,329.60
Item 6. Tablet arm chairs }	
Item 10. Wood office furniture }	
Proposal No. 4.....	7,991.00
Item 8. Gymnasium equipment }	
Item 9. Basketball backstops and dividing nets }	
Item 21. Folding bleachers }	
Item 25. Gym floor canvas }	
Proposal No. 5.....	3,699.00
Item 7. Physician's equipment }	
Item 12. Triple mirrors, dance studio }	
Item 17. Soap dispensers }	
Item 18. Toilet and bathroom accessories }	
Item 19. Kitchen equipment }	
Proposal No. 6.....	624.18
Item 13. Venetian blinds	
Proposal No. 7.....	1,023.00
Item 14. Public address system	
Proposal No. 8.....	2,812.00
Item 15. Clock and bell system }	
Item 16. Electric scoreboard for basketball }	
Proposal No. 9.....	2,949.00
Item 24. Projection and sound equipment	
Proposal No. 10.....	2,798.00
Item 19. Dressing room tables }	
Item 26. Folding tables }	
Item 22. Decorating plaster surfaces }	
Proposal No. 11.....	1,310.00
Item 20. Stage curtains	
Total low bids	\$34,877.78
Total funds available	23,500.00
Necessary cut	\$11,377.78

PROCEEDINGS

The Board will note that 6% of the \$25,000 allotted for equipment, or \$1,500, was set aside for Associate Architect fees. The necessary cutting from \$34,877.78 to \$23,500.00, however, caused the rejection of a number of the items, but accepting as follows:

Proposal 1.....	\$ 7,376.61
Proposal 3.....	1,329.60
Proposal 6.....	624.18
Proposal 7.....	1,023.00
Proposal 8.....	2,199.00
Proposal 11.....	1,310.00
	<hr/>
	\$13,862.39

6% of this amount (\$13,862.39 total) is \$831.74. This amount was paid to Hewitt, Emerson and Gregg by Voucher No. 2971, dated December 12, 1938.

In order to conserve funds as additional equipment was secured, the co-ordinator requested that as much equipment as possible should be ordered directly from the State Purchasing Agent. Such practice has been carried out, and the following requisitions have been made:

Req. 22- 1	Physician's Equipment	\$ 563.46
Req. 22- 2, 22-3	(Cancelled)	
Req. 22- 4	Canvas floor cover	220.00
Req. 22- 5	Storage cabinets	135.96
Req. 22- 6	Electric scoreboard	269.96
Req. 22- 7	Folding chairs	2,670.00
Req. 22- 8	Stage accessories.....	156.45
Req. 22- 9	Basketball backstops	1,144.81
Req. 22-10	Gym equipment	794.14
Req. 22-11	Lavatory fixtures	199.97
Req. 22-12	Installation labor	130.00
Req. 22-13	Desks and chairs	461.77
Req. 22-14	Cross court backstops	475.00
Req. 22-15	Stage light equipment	312.54
Req. 22-16	China, glass, silver.....	681.11
Req. 22-17	Table linen	50.80
Req. 22-18	Refrigerator	297.75
Req. 22-19	Coffee urns	266.00
Req. 22-20	Kitchen range	242.40
Req. 22-21	Kitchen sinks	539.00
Req. 22-22	Folding tables	200.85
		<hr/>
		\$9,811.97

6% of this amount (\$9,811.97 total) is \$588.72.

The total expenditure for Health Education Building Equipment to date is \$13,862.39 plus \$9,811.97, or \$23,674.36. Req. 22-4 canvas floor cover, was purchased out of the regular item, Repairs and Equipment, hence only \$23,454.36 out of the available \$23,500 has been used, leaving a balance of \$45.64.

The total 6% fee to the Associate Architects, if payment is to be made on all items bought, should be \$831.74 (6% of \$13,862.39) plus \$588.72 (6% of \$9,811.97), a total of \$1,420.46. This is \$79.54 less than the allotted \$1,500.00 on the total sum available for equipment, \$25,000.00.

Messrs. Hewitt, Emerson and Gregg, have billed the college through the Division of Architecture and Engineering, for an additional payment of \$1,213.74 (besides the initial payment of \$831.74), stating that they are due 6% on the amount of the total original bids, \$34,877.78, or \$2,092.67 in fees. The State Supervising Architect has approved this voucher, but the college has delayed payment until the item is given consideration by the Normal School Board. Such consideration includes Board action on:

- a. Are the Associate Architects to be allowed 6% of the initial total low bids? (6% of \$34,877.78), or
 - b. Are the Associate Architects to be allowed 6% of the \$25,000 funds available for equipment, or
 - c. Are the Associate Architects to be allowed 6% only on the items for which their specifications were used?
5. The Departments of Physics and Geography, and the classes in Hygiene, are now using the Science Building. Equipment continues to arrive, but in all probability will not be installed until mid-summer. The complete expenditure for equipment will be tabulated in a report to the Board when such purchases have been made, keeping within the \$47,000 remaining from the allotted \$50,000 less 6%, or \$3,000 for Associate Architects' fees.

VII. AUXILIARY ENTERPRISES

1. The N.Y.A. resident project of thirty out-of-school boys, which has been doing one-half day of shop-work and one-half day of campus labor, will continue through the summer months. This project entails the employment of one instructor in Industrial Arts.

VIII. STUDENT LIFE

1. A copy of the 1939 edition of the Warbler, giving a pictorial record of the year 1938-39, has been sent to each member of the Normal School Board.

IX. MISCELLANEOUS

1. Support is given to the needed requirement of a five dollar graduation fee for a diploma or a degree, beginning with the class of 1940, the amount to cover the cost of diplomas, speaker, senior dinner, alumni dues, etc.
2. Plans have been started for the dedication of the Science Building in connection with the Homecoming festivities of late October.

Eastern Illinois State Teachers College

The president of Eastern State Teachers College presented a report of faculty and employees and approval was given by the Normal School Board to the following items therein:

1. Resignations as listed.
2. Changes of status to ratings given therein.
3. Employment of faculty members for nine months period as listed therein.
4. Employment of persons on the twelve month payroll as listed therein.

It is to be noted that items 13, 14, 16 and 18 were not approved by the board. The items not approved by the board are as follows:

13. Allotment of sufficient additional funds to secure additional boiler needed in the heating plant.
14. Allotment of \$25,000 or as much as is needed thereof for construction of walks and drives on the campus.
16. Instructions on payment to Associate Architects proper fees on equipment of Health Education Building.
18. Adoption of five dollar graduation fee.

Respectfully submitted,

ROBERT G. BUZZARD, *President*

X. SUMMARY

Action of the Normal School Board is requested on the following items:

1. Submission of scholarship list with fees totalling \$4,000, for routine transfer of this amount of state funds to the college revolving fund.
2. Leaves of absence for Margaret B. Donley, Eugene M. Waffle, Seth Fessenden and Lucille Crosby.
3. Employment as substitutes of M. Letitia Ellicott and Dorothy West.
4. Change of status of Howard DeF. Widger, Anna Morse, and Albert B. Crowe.
5. Acceptance of the resignations of Lawrence F. Ashley, Catherine F. Stilwell and Marie Lindberg.
6. Employment of Walter D. Albert and Elizabeth K. Lawson.
7. Employment of the Faculty for the Summer Term of 1939.
8. Employment of John Wrenn and W. Eugene Nixon.
9. Acceptance of the resignation of Mrs. Verla Johnson.
10. Employment of Mrs. Auda Bell.

TEACHERS COLLEGE BOARD

11. Employment, through regular channels, of an additional domestic for the dormitory kitchen, beginning July 1, 1939.
12. Approval of the calendar for the college year 1939-40.
13. Allotment of sufficient additional funds to secure additional boiler needed in heating plant.
14. Allotment of \$25,000, or as much as is needed thereof, for construction of walks and drives on campus.
15. Ascertainment through Division of Architecture and Engineering of plans, specifications and costs of major improvement items mentioned in VI, 3.
16. Instructions on payment to Associate Architects proper fees on equipment of Health Education Building.
17. Continuance of Shelby S. Shake, M.S., as Instructor in Industrial Arts and director of shop and repair work for the N.Y.A. resident project during the summer months at \$200 per month.
18. Adoption of five dollars graduation fee.

Respectfully submitted,

ROBERT G. BUZZARD, *President*

NORMAL SCHOOL BOARD MINUTES

The Normal School Board met at the Congress Hotel, September 11, 1939, at 10 A. M.

On roll call, the following members were present:

Mr. John Dill
Dr. Wm. Sunderman
Miss Harriet McIntire
Mrs. Reed Green
Mr. J. E. Alschuler
Mr. R. B. O'Harra
Mr. Otto Beich
Mr. Charles E. McMorris

The following members were absent:

Mr. John Hallihan
Mr. John Wieland
Dr. Preston Bradley

Due to the absence of the Chairman, Mr. Charles McMorris took the floor and presented fact that a quorum was present and the meeting was called to order.

A motion was made by Dr. Sunderman, seconded by Mrs. Green, that John Dill act as temporary chairman. Motion carried.

Mr. Dill appointed Dr. Sunderman as Secretary pro tempore.

Chairman requested reading of the minutes of the last meeting. Mr. O'Harra moved the minutes be unanimously adopted without being read. Motion seconded by Mr. Beich. Motion carried.

The report of the Illinois State Normal University was presented by President Fairchild. A motion was made by Miss McIntire, seconded by Mr. Beich, that the report be accepted. Motion carried.

Miss McIntire moved that the new Library at the Illinois State Normal University be named "ANCE VERNON MILNER LIBRARY". Motion was seconded by Mr. Beich. Motion carried.

President Fairchild presented argument for the naming of the HOME MANAGEMENT HOUSE, in honor of JESSIE E. RAMBO, who is still alive, and this brought discussion as to whether such action would set a precedent.

A motion was made by Mr. Alschuler, seconded by Mrs. Green, to name the HOME MANAGEMENT HOUSE at Illinois State Normal University in honor of Jessie E. Rambo. Motion carried.

A motion was made by Mr. Alschuler, seconded by Mr. Beich, that the meeting go into executive session. Motion carried.

Mr. Alschuler brought the following matter to the attention of the board. "I want to bring before the Board the matter of Karl L. Adams, and the situation at DeKalb. This meeting was called, and it was specifically stated in the notices, for the purpose of renewing contracts and approving salary schedules for the coming year, which brings this matter to the fore. More than a year ago I made a motion before this Board that for certain reasons I then set forth, we should not re-employ Mr. Adams as President of DeKalb. For the past year, you will recall, this matter was under discussion at two or three meetings. In June of last year when it was first brought up it was continued until August and then further continued with the understanding that a Committee was to be appointed to make an investigation of the School. This Committee was to go into the matter thoroughly and conduct the investigation along the lines I brought forth at that time; also any other matter pertaining to the situation at DeKalb. The matter continued for more than a year and up to this time a Committee has not been appointed. I happen to know it is not due to any delay on the part of Mr. Hallihan to appoint a Committee, for he has requested several to act on such a committee but has met with refusals for reasons that have been many. Some did not have the time to devote to such an investigation, others thought it was a matter for the Board to decide on and that it was the Board's own duty to hire and fire. Some of these persons were school men of considerable reputation who did not want to enter into it for they knew of the situation. Others thought it was a matter for the Board to handle without delay. At any rate we sit today in the same place as we did over a year ago and I for one know the situation to be worse instead of better. Consequently I am today making a motion

to the effect that KARL L. ADAMS be not employed as President of Northern Illinois State Teachers College for the coming year. I want to bring out a few points which have come to my attention and which I believe, added to what I said a year ago, will bring a second to this motion. From the standpoint of finding out more facts, I might say that the delay has been a good thing for a number of the faculty have felt free to come to me and tell me their stories which, I believe, indicate poor administration and educational management on the part of Mr. Adams and makes me feel the school will be better off under new management. I will briefly outline to you some of the things that I have been told—that the school is and has been run largely as a one man (and that one man is Adams) institution all the way through. He will seek faculty advice sometimes and sometimes not; when he does he is just as liable to disregard it as to follow it and in many important matters he does just as he wishes. He frequently passes over the heads of his departments in the choosing of faculty members for their departments and arranging courses, and often the department heads find out about them through a round-about course. He has deprived department heads from doing duties rightfully belonging to them and in my opinion he has acted with considerable favoritism in the handling of his faculty, rewarding those friendly to him and doing the contrary to those he seemed to feel were opposed to him. He has certainly, so far as this Board is concerned, taken matters into his own hands and adopted methods and procedures which are within the jurisdiction of our own Board. I am going to give you a few examples. All can not be ascertained, but I know there are many more. Everything that has come to me has been voluntary on the part of the person giving the information. It is essential, of course, to give the names of the persons, but I hope the Board will uphold me when I say at this time that I do not want anyone to suffer or perhaps lose his job should this motion not be passed and Mr. Adams be not dismissed today.

“Dean Annas is the Dean of Men at the School and also head of the Department of Music. He has been a member of the faculty for approximately twenty-five years, starting under President Cook. He has been Dean of Men since about 1933. That long ago Adams employed a teacher for the music department without consulting Dean Annas and this teacher later informed Dean Annas that he was informed by Adams that he was responsible to no one except President Adams. Later, and during this past year, one of the men in the music department applied for and was granted a leave of absence for this year, and without knowledge of the department head another man in the department was assigned to take the absentee's place and courses and a third party was employed to handle the resulting vacant courses. Dean Annas told me his first knowledge of this entire change came to him on the stairs in the hall when the person taking the leave mentioned it to him casually. Subsequently when the arrangements worked out by Mr. Adams, without the advice

of the department head, failed to prove successful, still another person was hired to do the work, but no word was given to the department head until it had all happened.

"Similar cases of employment of faculty members without consulting the department heads and over-riding them have been numerous. I know in Physical Science, mathematics and other courses, this has come to my attention. I know that these Department heads would be very glad to tell their stories to any member of the Board; privately of course, unless they could be made to feel free from any personal persecution.

"There are many cases where duties belonging to a certain division have been taken away from the persons in charge and I am going to mention specifically Blanche Davidson, Dean of Women for the past ten or twelve years. She has been an outstanding person in that field, both in DeKalb and nationally. She has belonged to the American Association of Deans of Women for many years, and was President and has continually been an official of that organization. This is mentioned only to acquaint you with her ability and professional reputation. As Dean of Women she should know all that goes on pertaining to the Women students so that when parents or interested members of students' families write or ask for information she can inform them correctly. But she has had taken out of her jurisdiction the complete charge and control of the women's dormitory. When she receives inquiries concerning living conditions at DeKalb for women she has no information to give and as Dean she should be the one person to see that the girls are provided with proper living conditions. But she is not permitted to know about the dormitory and never knows from time to time whether or not there is a waiting list or who is living in the dormitory. In this respect this proper performance and function of her work as Dean has been taken away from her.

"In the case of the Business Manager, Mr. Roemeis, Mr. Adams informed him when he took office that all payrolls would be handled direct through a certain bookkeeper, and that Roemeis should keep hands off. Roemeis, as Business Manager, has nothing whatsoever to do with the payrolls. It is made up by this bookkeeper, at Mr. Adams' own direction. In the matter of securing bids for the Home Management House, which is a matter rightfully in the hands of the Business Manager, the whole matter was delegated to the head of the Home Economics Department. The Business Manager was not even consulted in the important business matter until the matter was almost completely settled.

"A few years ago a Department of Speech was created. Previously, Mr. Adams consulted with his Curriculum Committee consisting of members of the faculty. The committee went into it very thoroughly and advised against the creation of a new department separate from the English department. But Mr. Adams disregarded this well-thought out advice and went ahead and created his de-

partment. It is my belief and opinion that this was done to take care of a close friend of Adams by making him head of a department. He also proposed to the faculty committee that certain courses of Speech be made pre-requisites to work in other departments, which they advised against, but Adams put this into effect as well, contrary to the faculty advice. One thing in this connection that I want to bring to you Board members is that at no time did Adams ever ask for the consent of this Board to the creation of this department or the appointment of the head of it after it was created. The new head was appointed and was carried by Adams on subsequent salary report merely as an Associate Professor and it wasn't until I noted it in the subsequent annual catalog that I found that there actually was a new department. I feel that Adams exceeded his authority in so doing. The policy of creating a new department in any of these colleges is a matter for the consideration of this Board alone. I think this one thing is of sufficient importance, and clearly shows the contempt he has for us, his employers; and that he did not think it was necessary to consult with us in the matter is evidence that his relations with this Board are of small importance to him. In due respect to our own authority, I maintain a change is necessary.

"Another thing, every year an approved amount is set aside by the Board as a blanket fund for the purpose of employing student help, to assist in clerical, stenographic or other work that the regular staff cannot handle and incidentally to assist worthy students. There has been one person on the payroll for almost two years, by the name of Laura Tindal (who for all I know is a very competent and worthy stenographer) as a student assistant under this fund at the rate of \$50 per month or \$600 per year. Her name, as is customary with the student employees, has never been presented to this Board for our approval of her employment. My point in this connection is that for two years Laura Tindal has been on the payroll as a student. While the amount involved is small it is an important matter. I feel that this was a guise on the part of Adams to evade the necessity of securing Board approval of her employment, due to a fear that we might not approve. She is employed in the alumni office, and in view of the large amount we have already granted for the employment of an alumni Secretary it is possible that the Board would withhold further appropriations for such a purpose. Such items as these have caused me to lose complete confidence in Mr. Adams.

"I should like now to read part of a letter I received from a faculty member last January. Her name is Clare Olson. She asked for a leave of absence to study for a doctorate, which was granted. It is a long letter so I will read the important part dealing with her encounter with Mr. Adams:

"First I want to tell you that I am a member of the faculty at the Northern Illinois State Teachers College. For the past eight years I have been employed there as Upper Grade Training Teacher in McMurry Training School. Because of a desire to

continue my study toward a doctorate, I applied for and received a leave of absence for the winter, spring and summer quarters of this year. My leave was to have begun December 9th but as President Adams had not found any teacher to fill my place at that time, I volunteered to study and finish teaching the remaining two weeks of school, in December, thereby letting my successor begin after New Years. President Adams seemed glad to accept my offer to stay. I made no mention of pay for I felt that was understood, but December 21st, when my December check came, there was not one cent of pay for these two weeks of work. I went to President Adams and tried to talk to him but I couldn't. For that reason I am seeking help from you. I am not cashing my check for \$119.45 for I am entitled to \$258.89 and not to \$119.45. I do not believe that it is the policy of the Normal School Board to withhold just and legal salary from one teacher when all others got theirs. I have talked to my lawyer. He will help me if I need to bring suit, but I hope you can help me so that won't be necessary. When I received my pay check I immediately went over to Mrs. Johnson and told her of the error, as I supposed the \$119.45 to be. She said she had made no error for she had sent in my salary as President Adams had told her to do. I then went to President Adams and told him of the error. He bristled up and informed me that NO error had been made; that I had received all the pay I was entitled to receive. I asked him how that could be when I had stayed and finished up all the school work of the month and because he had asked me to do so. He replied by saying that he had hired my substitute for $5\frac{1}{2}$ months so I was only entitled to $3\frac{1}{2}$ months' pay. I asked him why he felt I should be asked to stay and do two weeks' extra work, pay board and room for two weeks just to let my successor get the salary for it. His reply to that was that the school year didn't close till June 8th. That made my successor's time 8 days over five months therefore she was entitled to extra pay. That made me angry. I asked him what about me—why wasn't I entitled to my just and legal pay when I'd worked for it. At that he bristled up still more and said if I'd sit down and figure up the days of vacation that I'd received this fall, I'd find they would equal or exceed the two weeks' salary I was fussing about. I told him, and I tell you, that I did not receive one single day of vacation that he and all the other teachers in the McMurry and College staff did not receive. I also said that I wasn't asking him to make an exception of me but that I was expecting him to give me the same treatment that he gave the other teachers on the staff. The teachers in the college work taught only 14 weeks till December 21st and they received four full months' pay for that service. All the McMurry School teachers taught 16 weeks till December 21st and they received four full months' pay for that service. I received $3\frac{1}{2}$ months' pay, so my successor (as President Adams said) may receive $5\frac{1}{2}$ months' pay. Wherein is

there justice in this especially since President Adams, till that day, had never by spoken or written word let me feel that I couldn't expect my full and allotted pay? I gave full service to McMurry School and I expected full pay and am entitled to it.'

"I give you another example of where I think Mr. Adams failed. I don't want to give out what I have received confidentially but I have this from a person formerly on the faculty at DeKalb. She was instructed by Adams to raise the grade of a student to a passing grade, whom the teacher had failed. I went to the town where this former teacher now resides and interviewed her and according to her story it is a definite fact. That in itself is enough to warrant a change. Persons who cannot receive passing grades for their work are not entitled to diplomas from our schools. To give diplomas under such circumstances merely cheapens our schools.

"I have not been an investigator or detective of any kind. Most of this has come to me from people who have asked me to look into the matter and I have done so. I feel that Mr. Adams, by his own actions, has not assisted the Board in carrying on the Northern Illinois State Teachers College. I am firmly of the opinion that a change is necessary. We need someone who can deal fairly and squarely with the faculty for the express benefit of the school. Holding the matter in abeyance and continuing it from time to time is doing nothing but harm and it is dividing the school into two camps. The Board should see the point. The law gives us the right to hire and discharge and there is nothing more to be done. I feel, under the circumstances, it should be the right thing for the school to adopt the motion I have made."

After Mr. Alschuler took his chair, the following discussion between the Board members took place:

MISS MCINTIRE: "I should like to say a few words in this matter. I do not see why any faculty member should go to you, Mr. Alschuler, when they know I am Chairman of the Committee. It is funny but I have never heard of any of these things; I cannot see why any faculty member should feel I would refuse to listen to them and as Chairman of the Committee for that School I am entitled to have them come to me."

MR. ALSCHULER: "They didn't trust you. They knew you were friends with President Adams and his wife and when you came to DeKalb you visited in their home and even stayed there over night."

MISS MCINTIRE: "I talked with faculty members within the last two or three weeks and they told me they didn't think a finer man had ever had charge of a college and spoke of instances where he showed how fair and square he was. As far as Miss Davidson is concerned I don't think much of her as a Dean of Women. She made a fight with two of the finest women that ever lived and I have been told, whether it is true or not, that she has two women she wants put in. I have even heard the names of the two women."

MR. ALSCHULER: "I don't believe it. That was just a rumor but it is definitely not so."

MISS MCINTIRE: "Well, I have the names and one of them absolutely claims to have her promise. Anyway, I think that when a man is put in charge and is the head he should be permitted to run the school as he sees fit. I have never seen anything about President Adams that I thought was dictatorial or over-bearing and I have always felt he was as fair and square as any person could be and was entitled to a high position. I resent that these people did not come to me with their stories, as I have the Chairmanship and if I am not to be consulted then I think our Chairman should make a change. I have never heard one single complaint and Mr. Romeis told me himself about being on a buying trip and selecting things for the Home Management House. Does that sound like he had not been consulted—and I know he was for I okayed his bills."

MR. ALSCHULER: "Oh, he was, after it was all fixed."

MISS MCINTIRE: "I can assure you this has aroused a great deal of feeling and I will not sit back and see a fine and honest person thrown out without being given a chance to be heard."

MR. O'HARRA: "I believe in putting my cards right on the table in the open and letting everyone see them. I know Alschuler and I know where he heard these things; I have talked with him and he told me himself how he found out some of these things and it is just to kick Adams out and get himself in to run the school. From my knowledge there never was a time when he didn't pick on Adams, as long as I have been on the Board. He started with the Grounds-keeper and Business Manager. He is a lawyer and knows what it takes to convict a man and I say he has no evidence and I know it is all just politics pure and simple. He told me the day the cornerstone was laid that he had gotten Romeis in there and that Romeis was going to report to him and I can say that File is in there for the same reason and purpose and when we were over at the Governor's Mansion, Alschuler asked me if I had a President I wanted to get rid of, and he said, 'I have two of them'. Some of the charges made against Adams were to the effect that some schools wouldn't send their students to Adams' school because of the way he handled things. I had the opportunity of attending a meeting at one of the schools particularly mentioned by Alschuler, of Principals and Superintendents in the Northern part of the State and I asked particularly what they thought of Adams and was told that most of their students were going to go there and only in a very few cases, one or two instances, were they going to Normal, otherwise they were all, or the majority of them were going to DeKalb. Three of the men at this meeting said they would recommend Adams' school and that he was the best man they had ever had. Dr. Bradley is on the Committee for the School and he suggested last year that an investigation be made and when that is made I am willing to go before any investigating committee and tell what Alschuler told me. Dr. Bradley showed me let-

ters he had received from educators in the State praising Adams to the sky. It has been reported to me after the meeting when the Committee was appointed, that Governor Horner said there never would be an investigation and I think the Governor knew it would be a bad mess. I am going to say that Romeis is a stool pigeon for Alschuler and has done everything he could against Adams; he has gone to the faculty and told them they had better go along with him and Alschuler and forget Adams. My idea is that no second be made to this motion—three members of the Board are not here, one is known to be for Adams, but I do not know about Mr. Hallihan or Mr. Wieland. It is strange to me that this should be brought up when three members are absent. I know what the trouble is, Alschuler, and I can tell you—you want to put politics in the school; you want to put the school in a position to vote the way you want them to—I am a Democrat, and will work for the Democrats, but I am NOT willing to build up a political machine in the schools and I am saying it right out. Adams didn't have a chance, but I am giving Alschuler a chance. The Governor didn't want any politics in the Normal Schools and I have tried to abide with that. Adams is not any more of a Czar than Morgan. Take the fetters off Adams and try to make him feel free and not afraid of his business manager, Romeis, and you will stop all the trouble. Adams didn't know what it was all about but now he knows and I will not favor a second to that motion, and will have it tabled until we have a full attendance of the Board. We all know why the Chairman is not here and why he couldn't call a meeting sooner, but I don't know what the reason is that the others are not here. Miss McIntire, who has been Chairman of the Committee for the School, has never heard of any of this. Why didn't Romeis go to her? I think the whole thing is an outrage."

MISS MCINTIRE: "I want to say to Mr. Alschuler that he is not the only politically minded person on the Board, but for years he wanted to get control of the DeKalb School for political purposes."

MR. ALSCHULER: "I didn't."

MISS MCINTIRE: "You did too, and you told me so confidentially in a conversation and I will not stand for an innocent man to be thrown out without a hearing. It will be broadcast all over the State and the nation if you do this."

MR. ALSCHULER: "Mr. Chairman, I do not get so angry about things or at least I try not to, as others. That I have been in favor of getting rid of Adams I do not deny. But long before Romeis was approved and put in after my appointment, I received complaints."

CHAIRMAN DILL: "Don't you think it is true there is always a difference of opinions and perhaps some of these things have been exaggerated?"

MR. ALSCHULER: "Yes, very true."

CHAIRMAN DILL: "It seems there is always someone who thinks he can run the other fellow's job better."

MR. ALSCHULER: "Absolutely, that is true. But when I see smoke I always try to find where the fire is. I will admit I am politically minded; I am very active in politics; I am a Democratic Chairman and will give all I have for clean politics and I do want to build up a Democratic organization in this State. I have a letter from a lady I have never had the pleasure of meeting in which she said she was told recently by a member of the faculty that I had made the following statement to him. In the first place I never said that and it is not in accordance with my idea of how a college should be run and if I thought I would like to do that, I do not believe I would be stupid enough to say it. First, just because I want to set up a Democratic organization does not say I am not keenly interested in building up a college for its intentions. It was not my politics that brought Adams to create a new department of Speech and a new Department head without our approval and it was not my politics that caused Adams to hire a non-student to work out of that fund. It was not my politics that caused Adams to take the power away from his Department head. He has done everything to bring about his own dismissal. I never told anyone that Romeis was working for me and that I got my information from him."

MR. O'HARRA: "You told me. My word is as good as yours."

MR. ALSCHULER: "Yes, and mine is just as good as yours. Romeis didn't bring these Department heads to me and he didn't bring this girl to me that told about her salary being withheld. They all came to me because they wouldn't go to Miss McIntire, as I said before, because they didn't feel they could trust her. They knew she is a friend of Mr. Adams and would be loyal to him. As for Dr. Bradley, you know he would defend Adams. We all know about this year's Commencement speaker, Mr. Washburne, and that he got \$100. There are prominent school men who feel that the situation at DeKalb should be cleaned out. I have visited the Campus and have been introduced as a member of the Board and everything was to all appearances very fine. Anyone can do that. You will never get into the inside that way; no one will tell a visitor things that go on behind the scenes. There has been much talk of politics and there is a difference between school politics and politics but we all must recognize there is politics in the school. I have pointed out certain things Adams has done to endanger the school and make it impossible to turn out a good teacher and politics or no politics we need a change at DeKalb. To go deliberately over the Department heads has nothing to do with politics or the holding back of salary or hiring a non-student to do student work. Telling persons under Department heads to report to him and not to the Department head certainly goes a long way in upsetting the work of the School. I am Democratic Committeeman but that does not mean that I can't be interested in other things and you know nothing is permanent—we may be in today and out tomorrow. That happens to individuals as well as to those in politics."

MISS MCINTIRE: "Well, I am Chairman of the Committee for Northern Illinois State Teachers College and I am here to say I in-

sist upon right. I will not sit here and permit an innocent man to be convicted without a hearing. He has done a fine job and is a good man."

MR. O'HARRA: "Mr. Chairman, Mr. Alschuler is a good lawyer and he knows you cannot convict a man on someone else's story. I want Mr. Adams' side of the story. He has the right to be heard."

MR. ALSCHULER: "I will give you his side of it. Here is a letter he wrote in answer to one I wrote him concerning the creating of the School of Speech and appointing a new Department Head without the approval of the Board."

Letter was handed to Mr. O'Harra, who read same aloud.

MR. O'HARRA: "I think that is a very satisfactory explanation. I think he very clearly sets forth his reasons and I can't find anything wrong. Whenever this motion is seconded I will make a motion to recall it and insist that an investigation be made. If you are going to permit this, then I think we should all resign and put in a new Board. I have given my time and interest to this and I, for one, do not think we have the right to tell these Presidents how to run their Schools. They are all capable men and they have a problem to confront them that we know nothing about. No living man could trust a business manager like Romeis. If Adams goes, let everyone on the faculty go, and set up a whole new payroll. Let a new Board determine whether or not Mr. Adams is to go, but I do think Mr. Adams should be given the chance to be heard before the whole Board."

MR. ALSCHULER: "I, for one, am not willing to take Adams' excuses. You are, but I am not. You, Mr. O'Harra, do nothing but charge me with being political and that I am trying to set up politics that has nothing to do with the things Mr. Adams has done or failed to have done, whichever it may be."

MR. O'HARRA: "This is what I say, the difference between you and me is that I think the School should run itself, that is, let the men put there to run them, do it—they know their jobs. When my children come home and complain to me about their teachers and feel that they have some reason to complain, I don't go to the teacher and argue with her. I let her adjust it and in time the matter is cleared up. You want to put Mr. Adams out for something someone else has told you. Remember the matter of the Coal Contract. It all came to nothing."

At this point there was a discussion among all members concerning the Coal Contract, but with no bearing upon the subject being argued.

CHAIRMAN DILL: "I fully agree with Mr. O'Harra in this thing that no man should be convicted without a hearing and I believe that Adams should have an opportunity to state his side of the case and it should be done before the entire Board. There are three members absent and some of the charges are very serious and I think the whole Board should hear the case."

At this point Mr. Alschuler renewed his motion and requested that a second to the motion be called for. Motion was lost for want of a second.

Mr. Alschuler renewed his motion a third time but again the motion was lost for want of a second.

Dr. Sunderman brought up a matter in connection with Miss Ragan, a teacher at the Illinois State Normal University. Last year she worked as a half-time teacher and this year she is not to be hired. Because she is in poor circumstances and he had received requests in her behalf, Dr. Sunderman asked that something be done about the case. A discussion concerning this matter followed.

Mrs. Green opened the case of Dr. Adams again with the following remarks: "I would like to say something about the Adams case. I received a letter from a Miss Butler and also a call from her complaining about President Adams and I think perhaps we could use that as a grounds instead of bringing in all this other which you charge to politics. She is the daughter of a Republican Judge and I am sure would not have the slightest political reason for bringing complaint. I received complaints from her long before Mr. Alschuler was even on the Board. I think she could be brought before the Board to tell her story. She is from Alexander County and was President, I think, of the Alumni and does know President Adams. Don't you think that would be a better way? You received a letter from her too, didn't you, Mr. Dill?"

Chairman Dill replied that he had received a letter from her some time ago, but he just didn't recall what was in it or what her complaint was and that there was always someone who thought he could run the job better, no matter where or what it was.

Mrs. Green suggested that Miss Butler tell her story to the Board as a means of bringing grounds for dismissal of Mr. Adams.

Miss McIntire made a motion, seconded by Mr. McMorris, to adjourn for lunch. Motion carried.

The meeting was called to order again at 4:10 P.M.

The report of the Eastern Illinois State Teachers College was presented by President Buzzard. Dr. Sunderman again went to the defense of Miss Ragan and asked that something be done for her, but Dr. Buzzard pointed out that she owned a house and received rent from two apartments and that she was not in dire circumstances. Discussion followed, after which a motion was made by Mr. McMorris, seconded by Mr. O'Harra, that President Buzzard's report be accepted. Motion carried.

The report of the Western Illinois State Teachers College was presented by President Morgan. Miss McIntire made a motion that items Nos. 11, 12 and 13 be struck from the report and the report be approved as corrected. Motion seconded by Mr. O'Harra. Motion carried.

A motion was made by Mr. O'Harra and seconded by Mr. Alschuler that a committee be appointed by the Chairman to go into the matter of graduate work at all Teachers Colleges. Motion carried.

A motion was made by Mr. O'Harra and seconded by Mr. Alschuler that a committee of three members of the Board be appointed by the Chairman to cooperate with the five presidents, or a member of the faculty of each college appointed by its president, to make a report as to the advisability and feasibility of establishing graduate work in some or all of the State Teachers Colleges of Illinois, and that a report be made to the Board not later than February 1, 1940. Motion carried.

The Chairman suggested that the Advisory Committee of the Board for the Western Illinois State Teachers College should examine homes in the vicinity of the college which were available for home management houses, and report to the Board, with recommendations concerning them, prior to the distribution of the appropriation for Permanent Improvements and Betterments for the five Teachers Colleges made by the 61st General Assembly.

The Chairman suggested that this same Advisory Committee should examine the conditions of the swimming pool at the Western Illinois State Teachers College, and make recommendations with respect to a superstructure for it, prior to the allotment of money provided by appropriations for Permanent Improvements and Betterments at the five Teachers Colleges by the 61st General Assembly.

The report of the Southern Illinois State Teachers College was presented by President Pulliam.

Mr. Alschuler made a motion, seconded by Mr. McMorris, that the sum of \$30,000 approved for Southern Illinois State Teachers College at the close of the last legislature and approved in addition to the amount which the Committee of the Board had agreed upon with the Department of Finance, be placed in a reserve fund. Motion carried.

A motion was made by Mr. Alschuler that the Board send some expression of sentiment to Mr. Hallihan. Miss McIntire seconded the motion. Motion carried.

The report of the Northern Illinois State Teachers College was presented by President Adams. It was agreed to strike out items 2 and 3. Mr. Alschuler then made a motion, seconded by Mr. Beich, that the report of President Adams be accepted with the exception that the name of Karl L. Adams be stricken from page 3, the second line.

Mr. Adams asked why such a motion had been made and Mr. Alschuler gave his answer: "For several reasons that I gave to the Board this morning on your unfair and arbitrary dealings with the Department Heads and the Faculty in matters that rightfully come within their jurisdiction and for failure to consult with Department Heads in approving of members of the Faculty under them and dis-

regarding this Board in certain connections—for example, in creating a Department of Speech and hiring a Department Head without the approval of the Board.”

Discussion was then as follows :

MR. ADAMS: “I want to say that I have worked for Northern Illinois for eleven years and have made a record at DeKalb I am not ashamed of. I can substantiate everything I have said or done and I say to you, Mr. Alschuler, I am willing to stand on the record of DeKalb and I do not feel it is just to drop a man at six o'clock in the evening after waiting around all day without being able to present his case. This is unfair and unprecedented and there is nothing in my life of which I am ashamed and that I cannot bring forth and explain. This has sent me to the hospital and my wife to the Mayo Clinic and I am now afraid of what the consequences of this will bring.

“I thought the matter had all been cleared up and everything had been straightened out. It does not seem fair that this should be brought up at this time when the whole Board is not present and I feel I should have the right to present my side of the case before the entire Board.

“When you say I didn't consult with the Department Heads and failed to cooperate with the Faculty, that is not true and I am willing to face them either individually or collectively. You will find that DeKalb is one of the finest Teachers Colleges in the country and no better record can be found anywhere. I resent that these charges have been made and cooked up in this form. I have tried my best to be fair with the Faculty and even took the man Mr. Alschuler recommended as Business Manager and told him that I couldn't have him in any other way but that I could trust him, and he replied to me that he would work with me 100%. You think that true, Mr. Alschuler?”

MR. ALSCHULER: “Yes, I do, Mr. Adams, but we are not discussing that. We are talking about re-employment and I am appealing to the Board.”

MR. BEICH: “The way I see it, is that this is a question entirely of re-employing and not the agreement between the Business Manager and Mr. Adams. That is something I know nothing about. The Board has the right to say, when contracts come up for reinstatement, who is to be re-employed and who is not. I think this is within the prudence of the Board. If I am not right, will someone please correct me? It is the same as though you have a Professor and the question comes up as to whether you will hire him again or not.”

MR. ADAMS: “I have always thought that it said in the Civil Code that a man could only be dismissed for a just cause. When I took this position I was given to understand it was for tenure and I gave up a good place to come to Northern Illinois and I am now at the age where it will be impossible for me to find something else.”

MR. BEICH: "I think the Code says cannot be removed except for just cause but says nothing about reinstatement. If I understand it, you have a contract for a year and it is a matter of reinstating and not removing."

MR. ADAMS: "That is funny. I was under the impression it was a tenure when I came to DeKalb. I was given to understand if I made good it was for tenure."

MR. BEICH: "I still believe that it is not the point. It is my impression that this meeting is called for the purpose of considering rehiring and salary schedules."

MR. ADAMS: "I have a family to take care of and when I took this job they took me away from a job that paid me \$400 a month and now I am out with nothing to look to."

MR. ALSCHULER: "This is the new year and it is a matter we had to take up. You were given a year's time to do something and you knew over a year ago that everything was not as it should be."

MR. ADAMS: "But I thought that had all been cleared up and so did everyone else. Why don't you wait until Dr. Bradley gets back?"

MR. ALSCHULER: "He only seems to come when he thinks you need him; he is too busy at any other time. He had a notice of this meeting just as everyone else has had and all those who are here had."

MR. ADAMS: "Why wasn't all this brought to my attention before so that I could have the chance to explain? I would gladly explain anything. I have never been two-faced. I have always been out in the open."

MR. ALSCHULER: "I only mention one specific example and that is the matter of creating the School of Speech which is an expansion of your School and which our Board should have the power to determine. As long as 8 or 9 months ago I asked you about this and when the School of Speech had been created by this Board and you told me you would let me know the date this was passed. Later you said you had searched the records but were unable to find this and I had a long letter from you stating that you inadvertently had taken it for granted that the matter had been passed by the Board. That was one inadvertence as so many other inadvertencies occur. You knew that creating a School of Speech was an expansion and that our Board would not consent and you wanted someone close to you to get in as head and in your report you included him as an Associate Professor and when the year book came out it was shown that he was Head of the School of Speech."

MR. ADAMS: "The matter of creating a School of Speech is not a matter for the Board but for the Curriculum Committee and I hate to have it thrown in my face that I did not seek the approval of this Board. I want to say to the members of the Board that I have honestly tried to co-operate with them 100%." (Discussion followed, re School of Speech.)

PROCEEDINGS

MR. ADAMS: "I am willing to go before any Committee and let them decide whether or not I have been a good President."

CHAIRMAN: "I think we should wait with this matter until the full Board is in meeting and everyone has had a notice that this matter is to be brought up."

MR. ALSCHULER: "Wait—wait—we have waited for a year. I asked Mr. O'Harra to wait and told him this matter will be brought up and Dr. Bradley knew we were having a meeting. Mr. Hallihan is ill and couldn't be here and we don't know when he will be well enough to sit in. This should be decided right now and I again bring to the attention of the Chair that I made a motion."

CHAIRMAN: "I think we should give notice of this matter to all the members of the Committee and let them know this matter is going to come up. If they don't come after they know what the meeting is called for then that will be another thing. I felt this morning that there was some reason for appointing me to the Chair."

MR. ALSCHULER: "I specifically contacted Dr. Bradley a year ago, but he did not feel it was necessary to come. Dr. Bradley asked for a delay in the matter a year ago, and it has been delayed and delayed. A Committee was to investigate and that was delayed too."

MR. ADAMS: "I am the one that is put on the spot and I feel that I should be given a chance to be heard."

MISS McINTIRE: "You are certainly right and you are entitled to it."

MR. ALSCHULER: "I made a motion, and it is a matter of record, that you are not to be re-hired as President. You are hired each year just as any member of your Faculty and that is the set-up in each of our Schools. This has been the way ever since I have been on the Board or had any connection with it."

MR. ALSCHULER: "I put a motion for a second, Mr. Chairman."

PRESIDENT ADAMS: "I appeal and think that I should be heard before the entire Board."

CHAIRMAN: "There are two motions you have made without being seconded and I don't know much about parliamentary rule, but I think a third is out of order. As I see it, I will not put this motion. You can put in another Chairman, but I refuse to be a party to this. I think the man should have the opportunity to present his case to the entire Board."

MR. ALSCHULER: "You will have a hard time to get the entire Board together and if we wait for that this will never come to a head."

CHAIRMAN: "I say again each member of the Board should be notified of this action and if he doesn't come that is another matter. I don't like to be put in this position and I was afraid of this, this morning when I was elected to be Chairman."

MR. ADAMS: "You are an attorney, Mr. Alschuler, I think you will agree that I have the right to be heard."

MR. ALSCHULER: "I call for a vote, Mr. Chairman."

CHAIRMAN: "I am willing to abide with any decision the Board makes. I feel this is entirely out of order."

MR. ALSCHULER: "I still move that the motion made as to Adams' report should be put for a vote, and I do not think that you have the power to say whether you will put it for a vote or not. That is part of the duty of the Chair."

CHAIRMAN: "I still rule the same. I will not put this up. You can remove me from the Chair."

MR. ALSCHULER: "Then I appeal for a decision."

CHAIRMAN: "I don't know the requirements but I will not be a party to this. It is not decent."

MR. ALSCHULER: "Do you mean the number of votes required to pass? I don't know either."

MISS MCINTIRE: "Under the existing circumstances I do not think we have the legal right to handle a question like this without a legal Chairman and without every member of the Board being present. We will be accused of being underhanded, and I, for one, will not take it."

PRESIDENT ADAMS: "I am willing to face the thing down, but I want to know if this is just cause for removing me."

CHAIRMAN: "I think Mr. Hallihan should be here. He is responsible to the Governor."

MISS MCINTIRE: "I don't think this should ever be taken up without Mr. Hallihan in the Chair."

MRS. GREEN: "Mr. Adams, I have had several letters and have talked to a Miss Butler and she complains against you and makes some serious charges which have not been brought into this. Mr. Chairman, why can't we just refuse to accept President Adams' report and then it will follow a regular procedure?"

MISS MCINTIRE: "We can't do that. As for Miss Butler, she is crazy and no one pays any attention to what she says."

PRESIDENT ADAMS: "Mrs. Green, didn't you have the feeling that Miss Butler was unduly excited and allowed herself to get worked up over things? Years ago the Board was excited over the situation at Charleston but it all worked out and I want to say to you with regard to Miss Butler that she was President of the Alumni for two years and I worked with her and I always thought our relationship was entirely friendly."

MRS. GREEN: "Well, she talked differently to me."

PRESIDENT ADAMS: "Well, you can't tell much from her letters. They are usually very disconnected without any subject or predicate and it would be hard to know just what she did mean."

CHAIRMAN: "I do not think it is right to condemn any man without a hearing and I don't like the way this has come up today, and I don't want to be a party to it."

MRS. GREEN: "Can't we have another meeting and discuss this and try to get it all worked out—it seems to me that if we just didn't accept President Adams' report that would in itself make it necessary for an investigation—or I could get Miss Butler to come in and make her charges."

MR. ALSCHULER: "That's all right with me, but I know the majority of the Board feel the same way."

CHAIRMAN: "I think the Committee should be acquainted with the charges and they should be brought in proper form."

MR. ALSCHULER: "I don't think we need an additional meeting. You know Mr. Hallihan is very ill and it will be a long time before he will be able to take the chair."

PRESIDENT ADAMS: "Well, what IS the hurry?"

MR. ALSCHULER: "Hurry, why there has been no hurry—this all came up over a year ago and we have had plenty of time."

PRESIDENT ADAMS: "Yes, and I was given to understand in Springfield that it had all been cleared up."

MR. ALSCHULER: "Mr. Chairman, I move that we have another meeting to consider the question and that no other question be brought up, for one week from today, and in the meantime, President Adams be under suspension."

CHAIRMAN: "I think you should leave out that last part about being under suspension."

MR. ALSCHULER: "No, I insist on the suspension then there will be no chance for retaliation."

MR. ADAMS: "What do you mean? There has never been any retaliation."

MR. ALSCHULER: "I hate to mention any for there will only be more."

PRESIDENT ADAMS: "I am perfectly willing to stay on without any salary, but I would like to get everything ready for the opening of the school."

DR. SUNDERMAN: "I am thinking of the effect of this upon the School itself—what would be the reaction and this Board is interested in the School and the coming year and I don't think there is any chance of keeping this so it will not be known—I am wondering if under such circumstances President Adams would be happy there."

PRESIDENT ADAMS: "I think the most important thing is that I am vindicated. Ask any of the people in DeKalb how they stand about it and what they think of the institution. I can get a committee and a National one if you would want that, to come out and make an investigation."

CHAIRMAN: "I have never talked to Mr. Hallihan about a committee, I don't know what his feelings are or whether he approves of a committee. But I do think the first charges brought were pretty flimsy and I think each person has the right to defend himself. I personally

refuse to be a party to anything underhanded and this should be handled fairly. You may remove me from the Chair if you like, or do whatever you see fit—but I think this should be referred to another time when everyone has been notified.”

MR. BEICH: “If the language were changed in the last motion, could we arrange for a meeting next week?”

DR. SUNDERMAN: “I am going out of town next week, so I couldn’t meet a week from today.”

PRESIDENT ADAMS: “I feel sure when I was hired by the Board I was given to understand it was for tenure if I made good at DeKalb.”

MR. McMORRIS: “I don’t hardly believe you were told that. It is my opinion that you are only hired for one year the same as the others and that this Board has the right to hire and fire.”

MR. BEICH: “Is there a chance to change that motion?”

MR. ALSCHULER: “I am willing to postpone this for one week but only on that consideration. I can bring in a number of people to testify as to these matters and President Adams is to be under suspension until the matter is disposed of and there will be no trouble. As far as he is concerned he can take one week’s vacation if he sees fit. In the meantime a detailed report can be made from the record taken and this can be sent to Adams and he can then make any answer he wants to, but there will be absolutely no trouble from my point of view.”

CHAIRMAN: “You know this will be all over the State by morning. Reporters have been calling already. I entertain a motion to adjourn.”

MR. ALSCHULER: “There is a motion up and another motion we have to bring up before adjournment, and that is the matter of hiring the Co-ordinator for his salary and expenses were included in the appropriation. I make a motion that we re-employ LUCIEN A. FILE as Co-ordinator from July 1, 1939, to June 30, 1940, at the same salary.”

MRS. GREEN: “I second that motion.”

CHAIRMAN: “You have heard the motion—are you ready for the question? All those in favor say aye—no—carried.”

MR. ALSCHULER: “Let’s make the meeting for one week from today, or Friday, September 22d, 1939.”

CHAIRMAN: “I won’t put the motion as it stands.”

MR. ALSCHULER: “I don’t think the Chair has the right to say he won’t put the motion.”

CHAIRMAN: “Remove me then.”

PRESIDENT ADAMS: “Mr. Alschuler, if this doesn’t go through, will I have your support in the coming year?”

MR. ALSCHULER: “Mr. Adams, I assure you if the Board sees fit to re-hire you, you will have no reason to feel I will not work with you and give you my support.”

MR. ALSCHULER: "I move we adjourn until Friday, September 22d, at nine o'clock in the morning, Chicago time, at this same hotel, and notices to be sent to each member stating the question and send them right away."

MR. BEICH: "I second that motion."

MR. McMORRIS: "Will Dr. Sunderman take care of these notices? I do believe they should be sent registered mail, then we will be sure each member received his."

DR. SUNDERMAN: "I can send them if you wish."

CHAIRMAN: "I think that is a matter for Mr. Wieland to handle. Have a memorandum made to give Mr. File for Mr. Wieland to send out the notices. You have heard the motion. Are you ready for the question—all those in favor signify by saying aye—no? Carried.

REPORT OF THE WESTERN ILLINOIS STATE TEACHERS COLLEGE MACOMB

September 11, 1939

I. STUDENTS

1. Attendance Spring Quarter, 1939.

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. College				
Postgraduates	6	9	15	7
Seniors	60	55	115	108
Juniors	54	66	120	96
Sophomores	90	160	250	232
Freshmen	178	204	382	289
Total	388	494	882	732
b. High School	125	112	237	220
c. Elementary School	210	201	411	377
Grand Total	723	807	1530	1329

2. Attendance Mid-Spring Quarter, 1939.

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. College				
Postgraduates	2	5	7	5
Seniors	6	20	26	35
Juniors	12	57	69	79
Sophomores	8	12	20	52
Freshmen	3	6	9	12
Total	31	100	131	183

3. Attendance for year—July 1, 1938, to June 30, 1939.

	Men and Boys	Women and Girls	Total	Total One Year Ago
a. College				
Postgraduates	78	81	159	117
Seniors	188	281	469	419
Juniors	141	465	606	594
Sophomores	164	365	529	549
Freshmen	247	292	539	490
Total	818	1484	2302	2169

TEACHERS COLLEGE BOARD

	Men and Boys	Women and Girls	Total	Total One Year Ago
b. High School.....	152	155	307	300
c. Elementary Schools	250	234	484	488
d. Non-residents (extension).....	81	412	493	631
Grand Total	1301	2285	3586	3588
Number counted twice	260	472	732	765
Net Total of all Individuals enrolled	1041	1813	2854	2823

4. Cost of operating the college for the year beginning July 1, 1937, and ending June 30, 1938, not counting permanent improvements nor interest on the investment:

a. Spent from State Funds.....	\$333,742.87
Spent from Revolving Fund	25,105.59
Total	\$358,848.46
b. Attendance for year (Equivalent for 36 weeks).....	1057.2
c. Per capita cost:	
To State	\$333,742.87 ÷ 1057.2 = \$315.68
To Revolving Fund	25,105.59 ÷ 1057.2 = 23.75
Total	358,848.46 ÷ 1057.2 = 339.43

5. Cost of operating the college for the year beginning July 1, 1938, and ending June 30, 1939, not counting permanent improvements nor interest on investment:

a. Spent from State Funds.....	\$347,771.16
Spent from Revolving Fund.....	45,016.78
Total	\$392,787.94

- b. Attendance for year 1938-1939 on 36 weeks basis:

	Enrollment	Equivalent of 36 weeks
First Summer Term, 1938	834 ÷ 6 =	139.
Second Summer Term, 1938	338 ÷ 6 =	56.33
Fall Quarter, 1938.....	937 ÷ 3 =	312.33
Winter Quarter, 1938-1939	906 ÷ 3 =	302.
Spring Quarter, 1939	882 ÷ 3 =	294.
Mid-Spring Term, 1939	131 ÷ 6 =	21.83
Extension 1938-39 (No. of subjects).....	636 ÷ 12 =	53.
Total		1,178.49

- c. Per capita cost for year 1938-1939.

To State	\$347,771.16 ÷ 1,178.49 = \$295.10
To Revolving Fund	45,016.78 ÷ 1,178.49 = 38.19
Total	\$392,787.94 ÷ 1,178.49 = \$332.29

- d. It will be observed from the above figures that the per capita cost to the state during the past year has been \$20.00 less for each student, while it has been \$15.00 more to the Revolving Fund furnished through fees from the institution.

6. List of graduates for June 8, 1939.

FOUR YEAR — DEGREE

Ackerman, Gene Franklin
Anderson, Edna
Barclay, Louise A.
Bricker, H. Bruce
Burlew, Clair Z.
Carmack, Dorothy L.

Chenoweth, Charles H.
Cox, Russell Max
Craig, Berkeley Douglas
Crouch, Dorothy
Dalton, Glenn Ora
David, Mary Gould

PROCEEDINGS

Downs, Sarah Moneta
 Ebbert, Virgene
 Elder, Enid O.
 Ewalt, David R.
 Frowein, Lloyd
 Geer, Robert H.
 Graham, Ruth Marie
 *Grigsby, William Earle
 Gustafson, Lois Helen
 Hawkins, Catherine
 Hays, Evelyn
 Heller, Russell
 Hillyer, Martha Louise
 Hoffland, Raymond G.
 Holscher, Margaret A.
 Hughes, Bill Macferran
 Irish, William E.
 Johnson, Marjorie Grace
 Johnston, Ruth Evelyn
 Kelly, Margaret Lois
 Knox, Ruth
 Kowal, Chester John
 Kraushaar, Robert G.
 Lambert, Paul
 Looser, Dorothy Mae
 Mangers, Gladys V.
 Markey, Florentine
 Markham, Emily Lorraine
 Maurer, Marshall W.
 *McClellan, Don Seeley
 McClure, Louisa
 Mercer, Leska R.
 Moon, John L.
 Moorhouse, Dean O.

Moss, Chester A.
 Muelder, Luella
 Myers, Helen E.
 Nelson, James W.
 Nichols, Beatrice
 Painter, Erma I.
 Patton, Dorothy
 Pittard, Verna Kathryn
 Provine, Eleanor H.
 Purdum, Mary Beatrice
 Roberts, Cleta
 Robinson, Robert
 Rowley, John R.
 Schenck, John E.
 Schulz, Jack A.
 Suddner, Geneva
 Selby, Paul E.
 Shanholtzer, Fern
 Shryack, Joseph O.
 Simpkins, Murray K.
 Smelser, Vivian V.
 Standard, Ora Olive
 Switzer, Martha Jean
 *Tabor, Forrest L.
 Townsend, Clyde
 Vail, Betty Faye
 Vance, Harold E.
 Vaughan, Mildred Louise
 Waid, Mary Eileen
 Walter, Ferrill V.
 Wheelley, Ruby Simmons
 Wilson, Mary Louise
 Winkle, Donald M.
 Young, Lois Ethel

* Honor Student

TWO-YEAR GRADUATES

Anderson, Eileen Catherine
 Arthur, Lorene Frances
 Atwood, Marcelline
 Clark, Reba A.
 Corey, Gayella May
 Dean, Warren Earl
 Giger, Virginia Belle
 Harris, Virginia Juanita
 Heaton, Marjorie Mable
 Hultgren, Doris L.
 Keel, Mildred Irene
 Kirlin, Barbara Ellen
 Layel, Liberty Belle
 Lewis, Doris Arline
 Mueller, Doris Pauline
 Myers, Alma E.
 Omer, James Mac

Rector, Marjorie
 Sample, Barbara Louise
 Samuelson, Marjorie Helena
 Sippel, Sylvia Harriett
 Smith, Jean Hoskins
 Speckhart, Velma Margaret
 Swagert, Sara Louise
 Sykes, Ada Roberta
 Welch, Marjorie
 Walliker, Darlene E.
 Walters, Betty Lee
 Walters, Robert E.
 Washburn, Phillis Irene
 Watters, Mara Helen
 Weatherington, Carmilee
 Webb, Kathryn June
 Yolton, Haleyon

SPECIALS

David, Mary Gould Library Economy
 Switzer, Martha Jean Library Economy

7. Total graduates for year July 1, 1938, to June 30, 1939.

a. Four Year Graduates:

		One Year Ago
July 22, 1938	42	26
August 26, 1938	30	27
June 8, 1939	80	67
Total	152	120

b. Two Year Graduates:

July 22, 1938	7	22
August 26, 1938	1	3
June 8, 1939	34	48
Total	42	73

TEACHERS COLLEGE BOARD

c. Special Diplomas:

July 22, 1938	2	0
August 26, 1938	1	1
June 8, 1939	2	3
Total	5	4

- d. From the above figures, one discovers that the number of four year graduates during the past year has increased very decidedly over that of a year ago, while the number of two year graduates has diminished in about the same ratio. This indicates the general tendency that students who attend Western Illinois State Teachers College have to finish a four year course, although not required to do so for a Limited Elementary Certificate. In other words, all of the 194 graduates for the past year from all courses could have taught if we had had a certificating law requiring four years to teach in the elementary schools except the 42 who graduated from the two year course.

8. List of Graduates for July 21, 1939.

FOUR YEAR — DEGREE

Ambrosius, Grace	Lister, Delbert D.
Ambrosius, Sterling E.	Lomax, Arnold Shannon
Barker, Donald R.	Lucas, Laura Lucile
Bennett, A. LeRoy	Magraw, Charles
Brickell, Grant R.	McGinnis, Agnes C.
Campbell, Alta Frances	Parker, J. Allen
Carlson, C. Esther	Rawlins, Herbert L., Jr.
Corbin, Vernon B.	Spicer, Wilma Anne
*Crawford, Claire	Stice, Gail K.
Dodge, Maurine	Svob, Thomas K.
*Eddingfield, Trula	Swanson, Kenneth
Graham, B. Clyde	Thompson, Rex
Gregory, Judith Bonita	Tillman, Miriam Opal
Hartley, Don	Venters, Olive E.
Hierocker, Jean	Walston, Oneta Maurine

TWO-YEAR GRADUATES

Avery, Frances Dorothy	Lewis, Hazel Irene
Clover, Freeling H.	Nelson, Ruth Emily
Feldman, Dorothy A.	Nooner, Sylvia Pauline
Harding, Vilas E.	Pierce, Aline
Hoskins, Virginia Lee	Thayer, Marjorie Alleen

9. List of Graduates for August 25, 1939.

FOUR YEAR — DEGREE

*Bain, Georgia	Hanna, Verle Leonard
Barcus, Mabel B.	Henrie, Josephine C.
Barker, Esther Eloise	Hudson, Earl
Bond, Florence Irene	Konken, Edward E.
Borota, Steven	Kraushaar, Jack
Burnham, Fred W., Jr.	Larson, Mildred L.
Crum, Verna Belle	Leitze, L. C.
Davis, Rose Thelma	Lewis, Frances
Day, Mary Elizabeth	Litchfield, Theo. F.
DeSlover, Rita Eileen	Marry, Ethel H.
Eastin, Lucinda C.	Mason, Charles Edgar
Hanna, Mary Maxine	McCartney, Dulcie

* Honor Student

PROCEEDINGS

McGee, Kenneth
McCormick, Gerald L.
Newell, Robert T.
Ringquist, Marie Lauretta
Shaw, John M.
Sidwell, Louie Ella
Stevens, Dorothy Isabel
Stevenson, Harold
Swearingen, Calista

Todd, Mary Elizabeth
Viari, Dick
Walters, Mary Ellen
Wheatley, Doynne Wm.
Willits, J. Frank
Willits, Mary Kathryn
Young, Florence Irene
Young, Hortense K.

TWO-YEAR GRADUATES

DeFord, Charles Milan

Maxey, Effie

10. The report which is herewith submitted with respect to placement for graduates represents the condition under date of September 8, 1939.

a. Four Year Graduates:

	Placed	Not Inter- ested	Yet to be Placed
June (80)	54	7	19
July (30)	22	1	7
August (41)	33	3	5
Totals (151)	109	11	31

b. Two Year Graduates:

June (34)	32	1	1
July (10)	9	0	1
August (2)	1	0	1
Totals (46)	42	1	3

- c. 64 students of sophomore, junior, and senior standing, who applied for certificates but did not receive a diploma or a degree, were assisted in being placed.
- d. 73 former degree graduates were assisted by the Placement Bureau in locating promotions.
- e. 12 former two year graduates were assisted by the Placement Bureau in securing new positions.

II. THE FACULTY

1. After submitting the faculty list for the First Summer Term at the previous meeting of the Board, it was discovered that the following changes were advisable.

- a. The following faculty members whose names appeared on that list desired not to teach.

Name, Classification and Department	Salary
Jackson, Fanny R., Assistant Professor, Library.....	\$420.00
Reynolds, Juna, Instructor, English.....	330.00
Thisted, M. N., Assistant Professor, Dean of Men.....	457.50
Vawter, Gladys, Assistant Professor, English.....	390.00

- b. Due to Mr. Thisted asking to be away during the term, it was necessary to add the following to the list:

Chappellear, C. S.	\$250.00
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TEACHERS COLLEGE BOARD

2. Due to a change in plans, and an oversight by which one name was omitted, and the filling of vacancies since then, the following additions and removals should be made to the list submitted for the Second Summer Term.

Name, Classification and Department	Salary 6 Weeks
Dyrud, Ruth, Unclassified, Art	\$300.00
Entrikin, J. B., Unclassified, Chemistry and Physics.....	300.00
O'Dell, DeForest, Unclassified, English (One-third time).....	137.50
Pease, Kent, Unclassified, English (One-third time).....	125.00
Schuppert, W. L., Professor, History (One-half time).....	225.00
Brakhage, L. H., Unclassified, Commercial Education.....	300.00
Total	\$1,087.50

Wayne Wetzel asked to be relieved from the work assigned him during this term, and Rayman Miller was put on for full time at \$375.00 instead of one-third time at \$125.00. Of course Mr. Wetzel's salary of \$532.50 for the term was saved.

- 3 a. At a previous meeting of the Board, Miss Mary Bennett was reported for leave during the Spring and Summer Terms of the past year, in order that she might finish the work for her doctor's degree. Unfortunately Miss Bennett became ill soon after starting this work at the University of Chicago, and was unable to finish. She is now asking to have this leave extended to cover the Fall Quarter of the present college year, and Mr. S. B. Shively is being recommended for this work in her absence at a salary of \$225.00 per month. Mr. Shively attended the State Normal School at Wayne, Nebraska, the State Teachers College at Kalamazoo, Michigan, received his B. A. and M. A. degrees from the University of Nebraska, and has completed his residence requirements for his Ph. D. degree, which he expects to receive from the University of Nebraska in February. He has had public school and university teaching experience.
- b. Mr. Lewis Toll was granted a leave for the college year 1939-40 at the last meeting of the Board, and Mr. L. H. Brakhage is being recommended for this position during Mr. Toll's absence at a salary of \$200.00 per month. Mr. Brakhage holds his B. S. degree from the State Teachers College at Pittsburg, Kansas, and his M. S. degree from the Denver University School of Commerce. In addition to extended business experience, he has taught in various school systems, including a junior college, and comes highly recommended.
- c. At a previous Board meeting, Miss Marie Porter's resignation as teacher of the second grade in the training school was accepted. Miss Ruthadele LaTourette is recommended for that position at a salary of \$1800.00 for the nine months. She holds her B. A. degree from the State Uni-

versity of Iowa, and her M. A. degree from the University of Chicago, has taught at Muscatine, Iowa, and Whitefish Bay, Wisconsin, and has excellent recommendations.

- d. When the new training school building was occupied, temporary arrangements were made with respect to the two libraries therein until such time as permanent needs might be known. It now develops that we need to add one full-time teacher to our library staff, and Miss Lyndal Swofford is recommended for that position at \$1,800.00 for the nine months. She hold an A.B. degree from the University of Oklahoma, a B.S. in Library Science with High Honors from the University of Illinois, and an M.S. from the University of Illinois. Besides teaching experience, she has had library experience in the Teachers College at Edmond, Oklahoma, and in the Library School at the University of Illinois.
- e. The Board approved the placing of Mr. Gayler, our Extension Director, on an emeritus basis at a former meeting, and it was the intention to appoint his successor at this time, but we have not as yet been able to determine just the type of work that we shall need in extension for the coming year, and have therefore deferred any appointment until we have full knowledge in this respect. We would like authority to make such an appointment when it is found necessary.

4. The following is a list of faculty members recommended:

Name, Classification and Department	Salary 36 Weeks	Monthly Salary
Archer, J. L., Associate Professor, Extension.....	\$ 3,195.00	\$ 355.00
Ayre, H. G., Unclassified, Mathematics.....	2,250.00	250.00
Bailey, D. L., Associate Professor, Education.....	3,195.00	355.00
Barelay, Ralph, Instructor, Health and Physical Education....	2,160.00	240.00
Beighey, Clyde, Associate Professor, Commercial Education....	3,330.00	370.00
Bennett, C. W., Assistant Professor, Chemistry.....	2,340.00	260.00
*Bennett, Mary, Assistant Professor, Biology.....	1,680.00	280.00
Bodine, Marcy G., Unclassified, History.....	2,250.00	250.00
Bonham, Tressie, Assistant Professor, Home Economics.....	2,340.00	260.00
Brakhage, L. H., Unclassified, Commercial Education.....	1,800.00	200.00
Brophy, Kathleen, Instructor, Health and Physical Education..	1,890.00	210.00
Burke, Marjorie, Unclassified, Training School.....	2,025.00	225.00
Carson, Ruth, Associate Professor, Foreign Language.....	2,925.00	325.00
Carter, J. H., Instructor, Chemistry.....	2,250.00	250.00
Colby, Eva, Associate Professor, Home Economics.....	2,745.00	305.00
Cooper, Bessie, Assistant Professor, Training School.....	2,700.00	300.00
Corbin, Mabel, Emerita.....	1,170.00	130.00
Crabb, Edith, College Nurse, Health and Physical Education...	1,260.00	140.00
Crilly, Karl, Assistant Professor, Music.....	2,340.00	260.00
Currens, F. H., Dean and Professor, Dean of Faculty.....	4,185.00	465.00
Duncan, Myrtle, Assistant Professor, Training School.....	2,340.00	260.00
Eller, W. H., Associate Professor, Physics.....	2,835.00	315.00
Evans, Cecile, Assistant Professor, Library.....	2,340.00	260.00
Garner, C. W., Unclassified, Health and Physical Education....	1,980.00	220.00
Garwood, Irving, Professor, English.....	3,690.00	410.00
Gayler, G. W., Emeritus.....	1,350.00	150.00
Gilbreth, H. B., Unclassified, Commercial Education.....	2,250.00	250.00
Ginnings, R. M., Professor, Mathematics.....	3,870.00	430.00
Grote, Caroline, Emerita.....	1,620.00	180.00
Hanson, Ray, Assistant Professor, Health and Physical Ed...	2,925.00	325.00
Hesh, Claude, Instructor, Geography.....	2,250.00	250.00
Hoover, Isabel, Assistant Professor, English.....	2,340.00	260.00
Hopper, Victor, Unclassified, Training Teacher (One-half time) .	675.00	75.00
Horrabin, Waldo, Instructor, Chemistry and Physics.....	2,160.00	240.00

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Name, Classification and Department	Salary 36 Weeks	Monthly Salary
Jackson, Fanny R., Assistant Professor, Library.....	2,520.00	280.00
Julstrom, Clifford, Instructor, Music	2,025.00	225.00
La Tourette Ruthadele, Unclassified, Training School.....	1,800.00	200.00
Linder, R. G., Associate Professor, Extension.....	2,745.00	305.00
, Unclassified, History	2,520.00	280.00
Miller, Rayman, Instructor, Industrial Arts.....	2,250.00	250.00
Miner, Sarah, Instructor, Home Economics	1,530.00	170.00
Mitchell, Beulah, Associate Professor, Training School.....	2,340.00	260.00
Nelson, Carl, Instructor, Music	2,205.00	245.00
Oathout, C. H., Associate Professor, Agriculture	3,195.00	355.00
O'Dell, DeForest, Unclassified, English	2,475.00	275.00
Olson, Blenda, Assistant Professor, Library (One-half time)...	1,170.00	130.00
Olson, Hazel, Unclassified, Training Teacher (One-half time)...	675.00	75.00
Pearce, Clifford, Unclassified, Education	2,160.00	240.00
Pease, Kent, Unclassified, English	2,415.00	268.33
Pence, Helen, Assistant Professor, Training School.....	2,340.00	260.00
Potter, Olive E., Assistant Professor, Health and Physical Ed...	2,340.00	260.00
Pottle, Theodora, Assistant Professor, Art	2,655.00	295.00
Ray, Ethel, Assistant Professor, Education	2,340.00	260.00
Reynolds, Juna, Instructor, English	1,980.00	220.00
Robinson, Lauretta, Instructor, Training School.....	1,980.00	220.00
Sallee, Roy M., Assistant Professor, Biology.....	2,340.00	260.00
Schannenk, Margaret, Assistant Professor, Training School...	2,340.00	260.00
Schleier, Louis, Associate Professor, Education and Research...	3,195.00	355.00
Schory, H. F., Assistant Professor, English	2,745.00	305.00
Schreiber, E. W., Associate Professor, Mathematics.....	2,835.00	315.00
Schuppert, W. L., Professor, History	3,870.00	430.00
Scott, Elna, Assistant Professor, Training School.....	2,340.00	260.00
Seal, H. C., Associate Professor, History	2,745.00	305.00
Sharp, D. Louise, Unclassified, Dean of Women.....	2,340.00	260.00
Sharp, Dora, Assistant Professor, Health and Physical Education	2,655.00	295.00
*Shively, Daniel B., Unclassified, Biology	675.00	225.00
Simpkins, R. R., Professor, Education and Dir. Training School	4,050.00	450.00
Sirola, Olga, Unclassified, Health and Physical Education.....	1,935.00	215.00
Sollars, Velna, Instructor, Assistant Registrar.....	1,620.00	180.00
Sproull, Grace, Unclassified, French	2,160.00	240.00
Strome, Alberta, Instructor, Art	2,250.00	250.00
Stubblefield, H. I., Professor, Health and Physical Education...	3,330.00	370.00
Sullivan, John L., Unclassified, Agriculture	2,250.00	250.00
Swofford, Lyndal, Unclassified, Library	1,800.00	200.00
Terrill, Jennette, Instructor, Training School.....	2,025.00	225.00
Thisted, M. N., Associate Professor, Dean of Men.....	2,835.00	315.00
Thompson, Katharine, Assistant Professor, Training School....	2,700.00	300.00
Tillman, A. G., Professor, Geography	3,285.00	365.00
Van Cleve, E. E., Emeritus	1,350.00	150.00
Vawter, Gladys, Assistant Professor, English	2,340.00	260.00
Voss, Hertha, Instructor, Commercial Education and Registrar..	2,160.00	240.00
Waggoner, H. D., Professor, Biology	3,870.00	430.00
Wardell, Margaret, Unclassified, Library.....	1,890.00	210.00
Watters, Hilda, Instructor, History	2,250.00	250.00
Welker, John, Unclassified, English	2,160.00	240.00
Wetzel, Wayne, Associate Professor, Industrial Arts.....	3,195.00	355.00
Wild, Theresa, Assistant Professor, Music	2,655.00	295.00
, Unclassified, Extension	2,745.00	305.00

AFFILIATED SCHOOLS :

Burgard, Albert, Rural Teacher (One-fourth time).....	495.00	55.00
Good, Russell, Village Teacher (One-fourth time).....	360.00	40.00
Lashbrook, Orrin, Village Teacher (One-fourth time).....	450.00	50.00
Platt, Mabel, Village Teacher (One-fourth time).....	225.00	25.00
Provine, Eleanor, Village Teacher (One-fourth time).....	360.00	40.00
Schmitz, Mary, Rural Teacher (One-fourth time).....	315.00	35.00
Soper, Stanley, Village Teacher (One-fourth time).....	450.00	50.00
Watson, Abbie Frey, Rural Teacher (One-fourth time).....	360.00	40.00
High School Supervision	1,800.00	200.00
Lectures	500.00	55.55
Labor	1,575.00	175.00
Student Library Help	2,060.00	228.89

Total	\$218,200.00	\$24,487.77
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* Miss Bennett wishes to be away for the Fall Quarter to finish her Doctor's degree, and Mr. Shively will take her place.

III. OTHER EMPLOYEES

1. The following is a list of regular employees, recommended for the next fiscal year of twelve months, beginning July 1, 1939. Their salaries, which are indicated, ought to be paid from the appropriation for Salaries and Wages.

Name and Classification	Salary 12 Months	Monthly Salary
Anders, John, Janitor	\$ 1,320.00	\$ 110.00
Asher, C. E., Master Mechanic	1,980.00	165.00
Bateson, Creighton, Janitor	1,380.00	115.00
Carson, Roy, Stationary Engineer	1,380.00	115.00
Champion, O. L., Business Manager	3,600.00	300.00
DeCamp, W. E., Superintendent of Buildings	1,980.00	165.00
Draper, Donna, Secretary to President	2,100.00	175.00
Foreman, Don S., Landscape Gardener	1,800.00	150.00
Graves, Earl, Labor	1,320.00	110.00
Hodges, Kenneth, Janitor	1,320.00	110.00
Jackson, Luther, Janitor	1,320.00	110.00
Johnson, Marjorie, Student Stenographer	1,140.00	95.00
Kessling, Ralph, Janitor	1,320.00	110.00
Kirkbride, Chester, Janitor	1,380.00	115.00
Lawson, C. D., Janitor	1,320.00	110.00
Leighty, Elbert, Janitor	1,380.00	115.00
Lemmer, Guy, Watchman	1,380.00	115.00
Locke, Ellis, Fireman	1,380.00	115.00
Moon, Marion, Groundsman	1,380.00	115.00
Morgan, W. P., President	6,750.00	562.50
Shifley, Charles, Janitor	1,380.00	115.00
Straight, M. K., Janitor	1,380.00	115.00
Wear, Roscoe, Stationary Engineer	1,500.00	125.00
Webb, Daniel C., Fireman	1,320.00	110.00
Wright, Howard, Student Bookkeeper	1,200.00	100.00
Yeager, Rose, Janitress	780.00	65.00
Total	\$44,490.00	\$3,707.50

2. The following is a list of employees at Monroe Hall, with the salaries indicated. The salaries are the amounts to be received during the entire calendar year, and are to be paid from the Income Fund.

Name and Classification	Salary 12 Months	Salary Per Mo.
Arnett, Alta C., Assistant Cook	\$ 780.00	\$ 65.00
Carruthers, Emma, Laundress	1,080.00	90.00
Donohoe, Laura, Matron	960.00	80.00
Gelhart, Arretta, Student Stenographer	1,200.00	100.00
Henry, Margaret, Laundress	600.00	50.00
Morton, Alice, Domestic	600.00	50.00
Nelson, Charles, Janitor	1,020.00	85.00
Oitker, Lela, Assistant Dietitian	720.00	60.00
Extra Help	180.00	15.00
Total	\$7,140.00	\$595.00

3. Below is a list of the employees for the cafeteria. The salaries, to be paid out of the Income Fund, indicate the maximum amount they are to receive during the entire twelve months, beginning July 1, 1939.

Name and Classification	Salary 12 Months	Salary Per Mo.
Crain, Bessie, Assistant Cook	\$ 600.00	\$ 50.00
Extra Help	180.00	15.00
Student Help	360.00	30.00
Total	\$1,140.00	\$ 95.00

IV. THE ORGANIZATION—No report.

V. THE CURRICULUM

1. There is a considerable demand for graduate work leading to the Master's Degree in Education and it may be possible if the summer school should continue its decrease in attendance to offer some courses on the graduate level during the summer terms next year. Recently minimum standards for such work have been approved by the American Association of Teachers Colleges and twenty-five or more institutions like the Teachers Colleges in Illinois are giving such work. An expression from the Board on the advisability of undertaking such work in summer terms, if the standards can be met on the budget available, would be appreciated.

VI. BUILDINGS AND GROUNDS

1. Contracts have recently been under consideration by the Division of Architecture and Engineering:
 - a. Before the expiration of the last biennium, the balance which had been held in the reserve for the Repair and Equipment Fund, amounting to \$11,160.00, was released for repairs on items which had been recommended in the inspection recently made by the special committee to examine buildings in all of the Teachers Colleges. When the bids came in, they exceeded the amount of this balance by \$2,302.00, which was a little less than the estimate on the fire screens in the main building. The contract was let excluding these screens for the amount in the balance, and a sixty day option was taken from the low bidders for reinstalling the fire screens in the contract. Recently a requisition has been drawn for \$2,302.00 against the \$100,000.00 allotted by the Board for such repairs. The option has been exercised, and the repairs contained in the original bid have now been provided. This does not include much needed repairs on the cupola or lantern on the main building, and something ought to be done to it soon, for some of the columns supporting it are loose, and we have had to fasten them temporarily.
 - b. At the time the above repairs were planned, the matter of new electric fixtures and the rewiring of the dormitory were taken up, in keeping with the approval by the Board of \$17,500.00 from the Income Fund for that purpose. A thorough examination of the building and conferences on the details of this rewiring were had, and the plans and specifications are approximately completed. Bids will be taken in the near future.
2. Western is greatly in need of a Home Management House and it is recommended that the Board investigate the possibilities of buying such a house if one is available and convenient and that \$30,000.00 be set aside for the purchase and furnishing of such a house.

PROCEEDINGS

VII. AUXILIARY ENTERPRISES

1. Report on Monroe Hall for year beginning July 1, 1938.

RECEIPTS

Cash balance on hand July 1, 1938.....	\$ 20,143.25
Total receipts from July 1, 1938, to June 30, 1939.....	21,638.91
	<u>\$ 41,782.16</u>

DISBURSEMENTS

Groceries, meats, fruits and vegetables.....	\$ 7,990.15
Bread and bakery goods.....	527.64
Milk, cream, butter and ice cream.....	2,730.56
Office telephone.....	128.20
Household supplies.....	770.10
Repairs.....	306.60
Service.....	5,872.45
Gas and ice.....	221.42
Refunds.....	75.25
Miscellaneous.....	21.75
Transfer for heat, water and light.....	4,000.00
Loan to General Fund.....	5,000.00
	<u>27,644.12</u>
Balance on hand June 30, 1939.....	\$ 14,138.04

SUMMARY

Cash balance at beginning of year.....	\$ 20,143.25
Inventory of goods at beginning of year.....	858.28
	<u>\$ 21,001.53</u>
Bills outstanding.....	608.15
	<u>\$ 20,393.38</u>
Unencumbered balance.....	20,393.38
Cash balance at end of year.....	14,138.04
Inventory of goods at end of year.....	1,198.88
Due from General Fund.....	5,350.00
	<u>\$ 20,686.92</u>
Bills outstanding.....	813.79
	<u>\$ 19,873.13</u>
Unencumbered balance.....	19,873.13
Loss for the year \$20,393.38 — 19,873.13 = \$520.25	

2. Report on Cafeteria for year beginning July 1, 1938.

RECEIPTS

Cash balance on hand July 1, 1938.....	\$ 869.38
Total receipts from July 1, 1938, to June 30, 1939.....	4,338.40
	<u>\$ 5,207.78</u>

DISBURSEMENTS

Groceries, meats, fruits and vegetables.....	\$ 2,689.89
Bread and bakery goods.....	84.95
Milk, cream, butter and ice cream.....	937.01
Household supplies.....	79.64
Equipment.....	34.48
Ice and gas.....	63.00
Service.....	1,325.70
	<u>5,214.67</u>
Deficit, June 30, 1939.....	\$ 6.89

SUMMARY

Cash balance at beginning of year.....	\$ 869.38
Inventory of goods at beginning of year.....	360.98
	<u>\$ 1,230.36</u>
Bills outstanding.....	238.60
	<u>\$ 991.76</u>
Unencumbered balance.....	991.76
Deficit at close of year.....	6.89
Inventory of goods at close of year.....	532.14
	<u>525.25</u>
Bills outstanding.....	387.57
	<u>\$ 137.68</u>
Unencumbered balance.....	137.68
Loss for the year \$991.76 — 137.68 = \$854.08	

VIII. STUDENT LIFE

1. I beg to submit a report on the use of our outdoor swimming pool which I think is indicative of the attitude of students toward this piece of equipment, which was provided by W.P.A. funds with small expense to the State. It was patronized during the First Summer Term by 2,682 women and 897 men. During the Second Summer Term it was used by 626 women and 765 men, or a total of 4,970 periods were used by those enrolled during a term of twelve weeks.

Perhaps a fewer number would use the pool were it enclosed and available during the three quarters of the regular year, because it is not so warm and many people may use the pool for the simple purpose of finding cooler conditions.

Again, it may be that more people would use it during the three terms of the regular college year than during the summer terms, because there are a fourth more students enrolled each term than during the First Summer Term, and perhaps three times as many in the regular terms as in the Second Summer Term. These figures are presented in order that the Board may be impressed with the need for making the swimming pool available to students throughout the year. Careful estimates have indicated that the super-structure enclosing this swimming pool and furnishing other needed opportunities for recreation can be built for approximately \$60,000.00.

IX. MISCELLANEOUS—No report.

X. SUMMARY

The approval of the Board is asked on the following:

1. List of graduates for June, 1939.
2. List of graduates for July, 1939.
3. List of graduates for August, 1939.
4. Changes in Faculty for First Summer Term as reported above.
5. Changes in Faculty for Second Summer Term as reported above.
6. List of faculty members and salaries for college year of thirty-six weeks.
7. The employment of Extension Director if found necessary.
8. List of employees and salaries for calendar year beginning July 1, 1939.
9. List of employees and salaries at Monroe Hall for calendar year as in "(2)" of No. III above.
10. List of employees and salaries at Cafeteria for calendar year as in "(3)" of No. III above.
- *11. Graduate work for Summer Terms beginning 1940.

- *12. The purchase and furnishing of a Home Management House at not to exceed \$30,000.00.
- *13. An allotment of \$60,000.00 for the completion of the swimming pool at as early a date as such funds may be available.

*Withdrawn.

Respectfully submitted,

W. P. MORGAN, *President*

REPORT OF THE SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY CARBONDALE

To be presented at the meeting of the Normal School Board to be held at Chicago, Illinois, Monday, September 11, 1939.

I. STUDENTS

1. Attendance, Summer Term, 1939.

(a) College	Men	Women	Total	Total One Year Ago
Seniors	230	165	395	342
Juniors	191	307	498	458
Sophomores	114	179	293	311
Freshmen	84	113	197	164
Total Students Carrying College Subjects.....			1,383	1,275
(b) High School				
University High School			136	175
Total Students Above Eighth Grade.....			1,519	1,450
(c) Elementary School				
Allyn Training School			123	116
Rural Training School			18	116
Total			141	116
Grand Total			1,660	1,566

2. Graduates.

The following students have completed their work, and I recommend that their graduation be approved:

BACHELOR OF EDUCATION DEGREE

June 2, 1939

Students	Town	County
Aiken, David M. (English-History-Music)	Zeigler	Franklin
Allen, Bonnie Mae (H. Arts-Geography-Chemistry)	Carbondale	Jackson
Arnold, George R. (Mathematics-Physics-Chemistry)	Carbondale	Jackson
Baker, Florine Lucille (Music-English)	Cartersville	Williamson
Baker, Merle Willard (History-Geography)	Alma	Marion
Barnickol, Paul George (Zoology-Botany-English)	Freeburg	St. Clair
Barron, Thomas S. (Chemistry-Mathematics)	Marion	Williamson
Bates, Helen Frances (Commerce-Mathematics-P. Ed.)	Mt. Vernon	Jefferson
Beasley, Bronson (Economics-History-Sociology)	Enfield	White
Beck, Norman W. (French-History)	Pana	Christian
Belcher, Lowell Francis (Geography-History-Phys. Ed.)	Patoka	Marion
Bell, Elizabeth Louise (History-Pol. Science-English)	Joliet	Will
Benefiel, Mary Helen (Latin-English-History)	Carbondale	Jackson

TEACHERS COLLEGE BOARD

Students	Town	County
Beondeck, Katie (English-History).....	East St. Louis	St. Clair
Birchler, James A. (History-Physics).....	Sparta	Randolph
Black, Harold V. (Mathematics-Geography-Ind. Arts)...	Fairfield	Wayne
Boomer, George Louis (Zoology-Chemistry-English).....	Carbondale	Jackson
Bosket, Dorothea M. (Political Science-History-English)...	Harrisburg	Saline
Brannon, Leo Udine (Music-Commerce).....	West Frankfort	Franklin
Brook, Vera Collene (Elem. Ed.-Geo.-History-English)...	Marion	Williamson
Brown, Harriet Margaret (History-Physical Education)...	East St. Louis	St. Clair
Buell, Elizabeth (Botany-Zoology-Chemistry).....	Harrisburg	Saline
Burton, James E. (Chemistry-English-Mathematics).....	Galespie	Macoupin
Carson, J. Oliver (History-English-Geography).....	Oakdale	Washington
Carter, Freda Lois (English-History).....	Boulder	Clinton
Catt, Harold Jackson (Chemistry-Mathematics-Physics)...	Charlestown, Mo.	Mississippi
Chamness, Robert Woodrow (Art-English-History).....	Marion	Williamson
Chapman, Mildred LaVerne (Commerce-History-English)...	Alto Pass	Union
Cleland, Ruth Roberta (English-Geography).....	Cutler	Perry
Cockrum, James Edwin (Geography-Music).....	Christopher	Franklin
Cole, Homer L. (Elementary Education-English-Geog.)...	Eldorado	Saline
Cotter, Guinna Rose (History-English-Art).....	Grand Tower	Jackson
Cox, Wilfreda Ann (Commerce-History-Econ.-English)...	Carbondale	Jackson
Crozier, Elizabeth Ann (English-History-French).....	Mound City	Pulaski
Curry, William Floyd (Mathematics-Geography-History)...	Coulterville	Randolph
Dantron, C. Glynn (Commerce-History).....	Cartersville	Williamson
Davis, Isaac Clark (History-Political Science-Speech)...	Benton	Franklin
Diekemper, Ruth Lenora (History-English-Pol.-Science)...	Beckemeyer	Clinton
Dippel, Nedra Eileen (English-History-Geography).....	Carbondale	Jackson
Easterly, Herman G. (Chemistry-Physics).....	Carbondale	Jackson
Eaton, Elsie Evangeline (Geography-History).....	DuQuoin	Perry
Elder, Maurine (English-Elem. Ed.-Music-Geography)...	Raleigh	Saline
Falk, Bernie Virgil (Sociology-History-Physical Ed.)...	Harrisburg	Saline
Finley, James J. (Chemistry-Zoology-Mathematics).....	Raleigh	Saline
Freeman, Vincent Elliot (Music-History).....	St. Louis, Mo.	St. Louis
Frieman, Kenneth Earl (History-Geography).....	Oakdale	Washington
Getzie, Emma Elizabeth (Commerce-History).....	Dowell	Jackson
Gill, Billie Ruth (Mathematics-Physics-Music).....	Murphysboro	Jackson
Good, Oveta (Music-History-Mathematics).....	West Frankfort	Franklin
Gray, Walter S. (Physical Ed.-Mathematics-Physics)...	Pekin	Tazewell
Green, Frank Owen (Mathematics-Physics).....	St. Louis, Mo.	St. Louis
Greer, Rosalie (Commerce-History-English).....	Cartersville	Williamson
Groves, Wayne (Geography-English).....	Vandalia	Fayette
Gulley, Ronald (Mathematics-Physics).....	Sesser	Franklin
Halfar, Edwin (Mathematics-Physics).....	Sesser	Franklin
Hall, Hazel Bonhard (Sociology-History).....	Carbondale	Jackson
Hammereschmidt, Russell Earl (Music-History-English)...	Murphysboro	Jackson
Hargrave, James Robert (Physics-Mathematics).....	McLeansboro	Hamilton
Haun, John Elmer (Geography-Music).....	Nashville	Washington
Havens, George L. (Zoology-Geography).....	Hurst	Williamson
Hays, Stanley E. (Chemistry-History).....	Centralia	Marion
Hinkley, Garth M. (History-Mathematics-Physics).....	Ashley	Washington
Hollingsed, James C. (History-English-Pol. Science)...	Chicago Heights	Cook
Hopfer, Melvin E. (German-Greek).....	Gorham	Jackson
Hungate, Dorothy Ferne (Geography-History).....	Benton	Franklin
Irvin, Marden Eugene (Chemistry-Mathematics).....	Harrisburg	Saline
Isherwood, Charles Richard, Jr. (History-Econ.-Com.)...	DuQuoin	Perry
Jones, Martha LaVerbey (French-History-English).....	Butte, Montana	Silver Bow
Kaegi, Charles E. (Mathematics-Chem.-Geog.-History)...	Cave-in-Rock	Hardin
Kern, Frank Wesley (History-English).....	Ewing	Franklin
Klie, Harry K. (History-English-Geography).....	East St. Louis	St. Clair
Kniepkamp, Edith Elizabeth (German-French-English)...	Belleville	St. Clair
Koons, Dora Marjorie (Elementary Ed.-Physical Ed.)...	West Frankfort	Franklin
Lee, Raymond Edward (Music-English-History).....	Tamaroa	Perry
Lind, Irene (Commerce-English).....	Anna	Union
Logan, James (History-English-Economics).....	Christopher	Franklin
Love, James Lee (History-Zoology).....	Murphysboro	Jackson
Lovelace, Royce R. (History-Geography-Mathematics)...	Cambria	Williamson
Mahan, Florence Gertrude (English-Sociology).....	Lawrenceville	Lawrence
May, Layman Daniel (Zoology-Geography).....	Joppa	Massac
Mayfield, Charles Sumner (Zoology-History).....	Harrisburg	Saline
McAdoo, Winston S. (Mathematics-Economics-Com.)...	Carbondale	Jackson
McAffee, Wilbert Cecil (History-English-Geography)...	Metropolis	Massac
McBride, Leroy (Political Science-English).....	Carbondale	Jackson
Meek, Paul (Chemistry-Mathematics).....	Campbell Hill	Jackson
Merwin, Elizabeth (Elem. Ed.-English-Household Arts)...	Carbondale	Jackson
Miller, Arthur Bert (Geography-Agriculture).....	Carriers Mills	Saline
Mills, Lannes D. (Geography-History).....	Vienna	Johnson
Mitchell, Edward R. (English-History-Art).....	Carbondale	Jackson
Morton, Jean (History-English).....	Kell	Marion
Nation, Frank R. (Commerce-Agriculture).....	Anna	Union
Nelles, Lucille (English-History-Sociology).....	Chicgao	Cook
Parker, Laverne Martin (Latin-English-History).....	Galatia	Saline

PROCEEDINGS

Students	Town	County
Parkinson, Emma Louise (English-History).....	Zeigler	Franklin
Perfetti, Janet (Sociology-English-History).....	Panama	Montgomery
Petersen, Robert L. (Mathematics-Ind. Arts-Physics)...	Carbondale	Jackson
Puckett, Leo Miles (Mathematics-Physics-Geography)...	Cisne	Wayne
Randolph, Thelma Pearl (Elementary Ed.-Math.-English)...	Golconda	Pope
Reed, James L. (History-Agriculture).....	Galatia	Saline
Reeves, Frank W. (Commerce-Sociology).....	Carbondale	Jackson
Roberts, Fred Miller (Chemistry-Mathematics).....	Carbondale	Jackson
Robinson, William Wallace (Zoology-Chemistry).....	Coulterville	Washington
Ross, Rolla R. (Commerce-Economics).....	Woodstock	McHenry
Samuels, Autumn J. (English-French-History).....	New Windsor	Mercer
Sims, Doris Virginia (English-History-Geography).....	Buckner	Franklin
Sloan, Bluford M. (Music-English).....	Carbondale	Jackson
Sloan, Dorothy Elizabeth (English-History).....	Carbondale	Jackson
Smith, Walter Allen (History-Geography).....	Murphysboro	Jackson
Spear, William G. (History-Political Science).....	Ashley	Washington
Stevenson, Wallace G. (Industrial Arts-Physics).....	Sparta	Randolph
Stiff, Mary Allegra (Latin-English-History).....	Carbondale	Jackson
Stonecipher, Jesse Wham (Commerce-History-English)...	Carbondale	Jackson
Sugg, Arnold L. (Mathematics-Physics, Geography).....	Odin	Marion
Talbert, Orma Oliva (English-History).....	Fairfield	Wayne
Taylor, Helen Wilhelm (Commerce-Latin-French).....	Carbondale	Jackson
Taylor, Leonard (Geography-Economics-History).....	Cartersville	Williamson
Tilendis, Albert (Economics-History-Mathematics).....	Zeigler	Franklin
Turner, Carroll A. (Elementary Ed.-History-Geography)...	Cypress	Johnson
Whitlock, Gaylord P. (Chemistry-Mathematics-English)...	Mt. Vernon	Jefferson
Whitlock, Neola (Elementary Ed.-Music-Art-English)...	Centralia	Marion
Williams, Marie E. (Mathematics-Physical Ed.-History)...	East St. Louis	St. Clair
Wilson, Jack A. (Chemistry-Mathematics-Physics).....	Hurst	Williamson
Winder, Paul M. (Chemistry-Mathematics).....	Columbus, Ohio	Franklin
Woodbridge, Charles Raymond (Math.-Geog.-Phys.-Chem.)	Marion	Williamson
Zwinak, Mary (French-Commerce).....	Chicago	Cook

AUGUST 4, 1939

Babitz, Barto (History-Political Science-Geography)....	Christopher	Franklin
Barger, Eugene (Commerce-Physical Education).....	Carbondale	Jackson
Blackledge, E. M. (History-Geography).....	Crossville	White
Boren, James Russell (History-Industrial Arts-Math.)...	Cartersville	Williamson
Bowie, Robert (History-English).....	Herrin	Williamson
Brewer, Myrtle Lucretia (English-History).....	Stonefort	Williamson
Cade, Harland Roscoe (Geography-Economics).....	Hoopeston	Vermilion
Clodfelter, Charles Andrew (Zoology-History-Botany)...	Calhoun	Richland
Cole, Helen Louise (Household Arts-English).....	Lovejoy	St. Clair
Corzine, Mildred Maxine (Commerce-Economics-Pol. Sci.)	Zeigler	Franklin
Cox, Mabel M. (Household Arts-English).....	Carbondale	Jackson
Davis, Evoleen (English-Mathematics-History).....	Herrin	Williamson
Davis, Robert Laurence (History-Geography).....	West Frankfort	Franklin
Deen, J. J. (History-English).....	Irvington	Washington
Dohanich, John (Art-Geography-English).....	Herrin	Williamson
Douglas, Wayne Howard (English-History).....	Anna	Union
Duckworth, Irene Williams (History-English).....	Belleville	St. Clair
Dunn, Ford Robert (Botany-Zoology).....	Pinckneyville	Perry
Dye, Marcelleate E. (English-History).....	Metropolis	Massac
Fox, Hubert W. (History-Geography).....	Harrisburg	Saline
Frank, Murvil D. (Geography-History).....	Carbondale	Jackson
Frech, Bernice (History-English-Political Science).....	Lenzburg	St. Clair
Frey, Mildred Cleo (English-History).....	Marion	Williamson
Galleghy, Robert L. (Commerce-Economics).....	Goreville	Johnson
Garrison, Maurice E. (English-History).....	Springerton	White
Gholson, Willis Rhine (Commerce-English-History).....	McLeansboro	Hamilton
Gibbons, Kelly Edward (Zoology-History).....	Harrisburg	Saline
Hamilton, Walter W. (History-Geography).....	Rosiclare	Hardin
Hamp, Mattie Stone (Zoology-Physics).....	Rosiclare	Hardin
Harrell, Frances Lee (History-Commerce).....	Murphysboro	Jackson
Henson, Carl W. (Mathematics-Physical Ed.-History)...	Carbondale	Jackson
Hudson, Henrietta R. (Zoology-English).....	Cairo	Alexander
Humphrey, Leora (English-History).....	Marion	Williamson
Johnson, Ferne Joan (Music-English).....	Harrisburg	Saline
Johnson, Herbert E. (Economics-History-Geography)...	Carbondale	Jackson
Kern, Owen (Chemistry-Zoology).....	Zeigler	Franklin
Kerr, Robert S. (History-Geography-English).....	Tamms	Alexander
Kerr, Willard A. (Political Science-English-History)...	Brookport	Massac
Lipe, Margaret (Commerce-Physical Education).....	Carbondale	Jackson
Little, Jack (Chemistry-Mathematics-Physics).....	Cartersville	Williamson
Lynn, Mary Louise (Elementary Ed.-English-Music).....	Christopher	Franklin
Mallory, Glen I. (Geography-History-Economics).....	Sesser	Franklin
Maricie, Otis (Mathematics-Economics).....	Galatia	Hamilton
Matras, Albert Ralph (Commerce-Economics).....	West Frankfort	Franklin

TEACHERS COLLEGE BOARD

Students	Town	County
Martin, Marvin Cleo (Zoology-Botany).....	Carbondale	Jackson
McCloud, Margaret (Art-German-Commerce).....	Carbondale	Jackson
Miller, Everett Etherton (Commerce-English-Economics)...	Carbondale	Jackson
Mills, June (English-Geography).....	Keenes	Wayne
Moon, James V. (Commerce-Economics).....	Gillespie	Macoupin
Moore, Marsoen Elaine (Physics-English-History).....	Benton	Franklin
Mosley, Roalene Monyette (History-English).....	Alton	Madison
Naegele, Vernon A. (Zoology-Botany).....	Thompsonville	Williamson
Nooner Chloe (English-History-Geography).....	West Frankfort	Franklin
Norman, Roxie L. (Commerce-History).....	Mulberry Grove	Bond
Nuernberger, Lela Etherton (Art-English-II. Arts).....	Carbondale	Jackson
Pemberton, Bess B. (English-Art).....	Harrisburg	Saline
Phillips, William R. (English-Music).....	Benton	Franklin
Pike, Charles Lewis, Jr. (Geography-History-English)...	Christopher	Franklin
Pope, John Peyton (Zoology-Chemistry-German).....	Benton	Franklin
Pratt, John C. (French-English-Music).....	Carlinville	Macoupin
Price, Ruby Sarah (Elementary Ed.-History-Sociology)...	Mulkeytown	Franklin
Ragsdale, Vergil M. (English-History).....	Elkville	Jackson
Rains, Byford E. (English-History).....	West Frankfort	Franklin
Randolph, A. Wayne (Elementary Ed.-English-History)...	Columbia	Monroe
Reef, Carrie Elijah (English-Geography).....	St. Louis, Mo.	St. Louis
Ritchey, Gladys Leek (History-English).....	Vienna	Johnson
Rodd, Lenora (History-English).....	Marion	Williamson
Rohrer, Basil Eugene (Commerce-History-Mathematics)...	Enfield	White
Ross, Arnold Lester (History-English).....	Mt. Vernon	Jefferson
Sanders, Harold L. (Music-History-Geography).....	Mt. Vernon	Jefferson
Sanders, Harvey (Geography-History-Physical Ed.).....	Marion	Williamson
Seibert, Mary Katherine (Elementary Ed.-Art-English)...	Minooka	Grundy
Sheffer, Joseph Ruel (Geography-Economics-Agri.).....	Zeigler	Franklin
Simpson, Robert Hailey (Music-History).....	Marion	Williamson
Sinks, Tom A. (Elementary Ed.-English-Pol. Sci.-History)...	West Frankfort	Franklin
Skaggs, Walter Casey (Mathematics-English).....	Marion	Williamson
Spear, Jack Byron (Art-English).....	Carbondale	Jackson
Stallons, Helen Irene (History-English-Geography).....	Herrin	Williamson
Stefanoff, Ruth (History-Physical Education).....	Belleville	St. Clair
Teel, Mary Jane (Commerce-History).....	DuQuoin	Perry
Thomas, John Henry Lewis (History-Geography).....	Carbondale	Jackson
Ure, William (Commerce-Geography).....	Harrisburg	Saline
Walker, W. A., Jr. (Commerce-Mathematics).....	Zeigler	Franklin
Whitehurst, Dale (History-Botany).....	Vernon	Marion
Wiesman, Phyllis (Art-History-English).....	Granite City	Madison
Williams, Ruth (English-History).....	McLeansboro	Hamilton
Zimbleman, Willard Lee (History-Political Sceince).....	West Frankfort	Franklin

GRADUATION SUMMARY

1939

Bachelor of Education Degree	Men	Women	Total
June	78	47	125
August	53	34	87
Total	131	81	212

3. Scholarships and Fellowships.

One of the ways in which the scholarly reputation of an undergraduate college may be judged is by the number of graduate scholarships that the great universities in the country are willing to grant to its graduates. Our College has been increasingly fortunate in this respect, and this year our students have received more grants of this kind than ever before. I am listing below the scholarships and assistantships that members of this year's graduating class have received, together with the colleges in which these were granted.

The monetary value of these scholarships and assistantships ranges from about a hundred dollars, which covers tuition only, to the one in zoology at Oberlin College, which pays the recipient a salary of eighty dollars a month plus his tuition.

This student will work as a laboratory assistant in zoology and will have the opportunity of earning the substantial salary described while he works half-time on his master's degree.

Scholarships

Botany—Elizabeth Buell, Oberlin College.

Chemistry—Harold Catt, University of Illinois.

Agricultural and biological chemistry—Gaylord Whitlock, Pennsylvania State University.

Assistantships

Chemistry—Fred Roberts, Georgia Institute of Technology.

Education—Willard Kerr, Purdue University.

English—Janet Perfetti, George Peabody College for Teachers.

Mathematics—Billie Ruth Gill, Northwestern University.

Mathematics—Edwin Halfar, University of Iowa.

Mathematics—Charles Matthews (a graduate of S.I.N.U. in 1937), University of Illinois.

Zoology—Charles Mayfield, Oberlin College.

Kenyon Cramer, a student who left S.I.N.U. to go to Oberlin at the end of his Junior year last year, has been awarded one of the three honor graduate scholarships in history at Oberlin College.

Summer Scholarships

English—Eva Jane Milligan, Radio Drama Workshop, Milwaukee, Wisconsin.

Zoology—Paul Barnickol, Reelfoot Biological Station, Tennessee.

Zoology—Edna Norton, Reelfoot Biological Station, Tennessee.

4. Extension.

I am presenting below a report of the College Extension Service for the past year. It will be recalled that at a previous meeting, some of the members of the Board were interested in the question of how much extension work costs as compared with work on the campus. I have had Mr. Miles and Mr. Abbott work this out carefully, including all direct instructional costs. It was a surprise to us to find that a credit hour earned in extension costs the College less than a credit hour earned on the campus. The report follows:

"This is the final report of the Extension Division for the school year, 1938-39.

TEACHERS COLLEGE BOARD

"During the year a total of twenty-two courses were offered with a total enrollment of 685 students, practically all of whom were teachers in service. The courses were offered in the following towns:

Anna	Marion
Belleville	McLeansboro
Carlyle	Mt. Vernon
Carmi	Pinckneyville
Elizabethtown	Salem
Fairfield	Waterloo
Harrisburg	Zeigler
Herrin	Vienna
On campus	

"The courses offered by departments were as follows:

Commerce	1	History	4
Education	3	Mathematics	3
English	2	Music	3
French	1	Political Science	1
Geography	3	Zoology	1

Comparative Statement of Credit Hour Cost of Resident Instruction and Extension for the Fiscal Year Ended June 30, 1939.

RESIDENT INSTRUCTION

Total direct expenditures for Resident Instruction.	\$342,391.82
Total student credit hours	102,237
Unit Cost	\$ 3.35

EXTENSION

Total direct expenditures for Extension (Including all salaries prorated according to hours taught)	\$ 5,422.34
Total student credit hours.....	2,428
Unit Cost	\$ 2.23

The above unit costs include only direct expenditures. Expenditures for Administration, Organized Research, Library, Operation and Maintenance of Physical Plant, and Auxiliary Enterprises are excluded. However, direct expenditures include Salaries and Wages distributed on the basis of teaching load, traveling expenses, and supplies and equipment where needed.

If the income derived from extension tuition is deducted from the total direct expenditures for extension, the unit cost for extension is reduced to \$1.03 computed as follows:

Total direct expenditures for Extension (Including all salaries)	\$ 5,422.34
Less: Income from Extension tuition	2,920.79
Net Cost of Extension	\$ 2,501.55
Total student credit hours	2,428
Unit Cost	\$ 1.03

II. and III. FACULTY AND OTHER SCHOOL EMPLOYEES

1. The following faculty members are asking for leaves of absence for the year 1939-40:
 - a. Mr. J. W. Dillow, Critic in the Rural Training Schools, asks leave in order to do graduate work.
 - b. Mrs. Mary Combs, a member of the English Department, requests leave in order to do graduate work.
 - c. Mr. Burnett Shryock, a member of the Art Department, requests leave in order to do graduate work at Columbia University and travel abroad.
 - d. Miss Martha Scott, a member of the Zoology Department, who for the past year has been working on her doctor's degree at Stanford University, asks that her leave of absence be extended for another year.
 - e. Miss Elizabeth Cox, a member of the English Department since 1920, asks for leave of absence for the Fall Quarter, 1939, because of illness in her family.
 - f. Mrs. Julia Neely, a member of our English Department, asks for leave of absence in order to do graduate work.
2. New Staff Members for the Regular School Year.
 - a. To fill the position left vacant in the Women's Physical Education Department by the resignation of Miss Aileen Carpenter, I am submitting the name of Miss Helen McLane. Miss McLane received the Bachelor of Science Degree in 1937 and the Master of Science Degree in 1938 from the University of Michigan. For the past year she has been teaching in the Department of Physical Education of Mt. Union College in Alliance, Ohio. It is recommended that Miss McLane be employed in the Women's Physical Education Department at a salary of \$2025 for the thirty-six weeks.
 - b. For the new position in the Women's Physical Education Department, I am submitting the name of Miss Dorothy Davies. Miss Davies received the Bachelor of Science Degree from the University of Cincinnati in 1928 and the master's degree from Columbia University in 1932. For the past four years Miss Davies has been an instructor at Washington University, St. Louis, Missouri. It is rec-

- commended that Miss Davies be employed with the rank of assistant professor in the Women's Physical Education Department at a salary of \$2205 for the thirty-six weeks.
- c. For the new position in the Rural Practice Department, I am submitting the name of Miss Helen Elaine Stenson. Miss Stenson received the bachelor's degree from Western State Teachers College, Kalamazoo, Michigan, in 1929 and the master's degree from the University of Michigan in 1936. Miss Stenson has had experience in rural and village schools in Michigan. From 1928 to 1937 she was principal of the Calhoun County Normal School at Marshall, Michigan, and for the past two years has been teaching in the Kalamazoo State Teachers College. I recommend that Miss Stenson be employed in the Rural Education Department at a salary of \$2250 for the thirty-six weeks.
- d. I am submitting the name of Mr. John B. Parrish for a position in the Economics Department. Mr. Parrish received the bachelor's degree in 1934 and the Doctor of Philosophy Degree in 1938 from the University of Illinois. While attending school at the University Mr. Parrish was employed as a part-time instructor in the Department of Economics. In 1936 and 1937 he was Research Assistant in the Division of Research and Statistics, Works Progress Administration, Washington, D.C. For the past year he has been Assistant Supervisor of Research Division of Standards and Research, United States Employment Service, St. Louis, Missouri, and has also acted in the capacity of part-time lecturer and teacher at St. Louis University. I recommend that Mr. Parrish be employed in the Economics Department at a salary of \$2340 for the thirty-six weeks.
- e. For the new position in the Geography Department, I am submitting the name of Mr. Joseph Van Riper. Mr. Van Riper received the A. B. Degree from the University of Michigan in 1932, the A. M. Degree from Syracuse University in 1934, and the Ph.D. Degree from the University of Michigan in 1939. It is recommended that Mr. Van Riper be employed in the Geography Department at a salary of \$2250 for the thirty-six weeks.
- f. For the position in the Music Department, I am submitting the name of Mr. Floyd V. Wakeland. Mr. Wakeland received the Bachelor of Music Degree from Illinois Wesleyan University in 1928 and the Master of Music Degree from Bush Conservatory in 1930. He has had additional summer work with several prominent teachers of voice. From 1928 to 1931 he was a teacher of voice and choral director at Central College at Fayette, Missouri. Since

1931 he has been choral director and teacher of voice at the Kansas State Teachers College, Emporia, Kansas. It is recommended that Mr. Wakeland be employed in the Music Department at a salary of \$2070 for the thirty-six weeks.

- g. For a position in the Sociology Department, I am submitting the name of Mr. Judson T. Landis. Mr. Landis, a native of Cuba, Illinois, received the bachelor's degree from Greenville College in 1929 and the master's degree from the University of Michigan in 1933. All work for the Ph.D. Degree will be completed by September, 1939, at Louisiana State University. For the past two years he has been a part-time instructor at Louisiana State University. I recommend that Mr. Landis be employed in the Sociology Department at a salary of \$2340 for the thirty-six weeks.
- h. For the position in the Political Science Department, I am submitting the name of Mr. George H. Watson. Mr. Watson, whose home is in Chrisman, Illinois, received the A. B. Degree from Miami University in 1936 and the M. A. Degree from the University of Illinois in 1937. He has now completed the work for the Doctorate at the University of Chicago. It is recommended that Mr. Watson be employed in the Political Science Department at a salary of \$2250 for the thirty-six weeks.
- i. For the position in the Mathematics Department, I am submitting the name of Mr. W. C. McDaniel. Mr. McDaniel received the A. B. Degree from Kansas State College in 1931; the M. A. Degree in 1936 and the Ph.D. Degree in 1939 from the University of Wisconsin. While doing graduate work he acted in the capacity of assistant instructor at the University of Wisconsin. He has also had teaching experience in the public schools of Kansas. I recommend that Mr. McDaniel be employed in the Mathematics Department at a salary of \$2250 for the thirty-six weeks.
- j. I am submitting the name of Mr. J. W. Harris, a native of Harrisburg, Illinois, for the new position in the English Department. Mr. Harris received the Bachelor of Science Degree in 1927, the Master of Arts Degree in 1928, and the Doctor of Philosophy Degree in 1935 from the University of Illinois. He has taught in the rural schools and high schools of Southern Illinois. In 1935-1936, he taught English in the State Teachers College at Commerce, Texas, and for the past two years has been teaching at the Sul Ross State Teachers College at Alpine, Texas. It is recommended that Mr. Harris be employed in the English Department at a salary of \$2250 for the thirty-six weeks.

- k. For the position in the English Department left vacant by Mrs. Neely's leave of absence, I am submitting the name of Mrs. Esther Brenton. Mrs. Brenton received the B. A. Degree from Indiana State College in 1924 and the M. A. Degree from Butler University in 1934. From 1937-1939 she was in attendance at the University of Texas where she completed, with the exception of the final examination, all requirements for the Ph.D. Degree in English. I recommend that Mrs. Brenton be employed as a member of the English Department at a salary of \$2,025 for the thirty-six weeks. This appointment is for one year only since Mrs. Neely will return next year to occupy this position.
- l. For some time there has been a need and a demand for a kindergarten in connection with the College in order that appropriate training can be given for this growing field of work in Southern Illinois. I should like, therefore, to have the approval of the Board to establish a kindergarten with Miss Sina Mott, who is now first grade critic, in charge of it. To fill Miss Mott's place, I am submitting the name of Miss Agnes J. Johnson of Evanston, Illinois. Miss Johnson received the Bachelor of Science Degree in 1931 from Drake University and the M. A. Degree in 1938 from Teachers College, Columbia University. She has had many years of experience in primary teaching. I recommend that Miss Johnson be employed as first grade critic in the Allyn Training School at a salary of \$2,025 for the thirty-six weeks.
- m. To fill a new position which we are creating in the Education Department, we have transferred Mr Douglas Lawson from the principalship of the Brush Training School, where a part of his salary has been paid by the Carbondale Public School District. Mr. Lawson has been with us for four years and has fully earned this promotion. I am recommending that his salary be set at \$2,340.
- n. To fill Mr. Lawson's place in the Brush School, we are transferring Mr. Harley Teel from the rural practice department. In this position the Carbondale Public School District will pay \$500 of Mr. Teel's salary. The College portion of the salary will amount to \$1,525.

We do not plan to fill the position which Mr. Teel occupied in the rural schools with a faculty member who is qualified in the same way that Mr. Teel is, since we have already increased the cost of this department by adding Miss Stenson. I am recommending, therefore, that Mr. Willis E. Malone, who is a graduate of the College and who has had some advanced work at the University of Illinois, be employed as teacher of the rural school at a salary of \$125 a

month for the time school is actually in session. Mr. Malone is to be listed as a teacher of an affiliated school, and not as a regular member of the College faculty.

- o. I am not now ready to recommend anyone for positions in the Zoology Department, Physiology and Health Education Department, Household Arts Department, the English Department, critic in the Cartersville High School, and the Library.
3. For the information of the Board, I am listing below a summary statement of new positions that are recommended in the foregoing faculty list, together with the names of the new faculty members engaged and the salaries that they are to be paid.

Name, Department, and Rank	Salary
Stenson, Helen Elaine, Rural School Supervisor—Unclassified	\$2,250.00
Martin, Glenn, Physical Education, Men—Instructor	2,400.00
McLane, Helen, Physical Education for Women—Unclassified	2,025.00
Marberry, William, Botany—Instructor	2,250.00
Johnson, Agnes J., First Grade Critic—Unclassified	2,025.00
Davies, Dorothy, Physical Education for Women—Asst. Prof.	2,205.00
Landis, Judson T., Sociology—Unclassified	2,340.00
Watson, George H., Political Science—Unclassified	2,250.00
Harris, J. W., English—Unclassified	2,250.00
Van Riper, Joseph, Geography—Unclassified	2,250.00
McDaniel, W. C., Mathematics—Unclassified	2,250.00
Wakeland, Floyd V., Music—Unclassified	2,070.00
Parrish, John B., Economics—Unclassified	2,340.00
—, Home Economics	
Vocelle, Mary Dolores, Library	1,260.00
Borkan, Eli L., Health	2,475.00
Malone, Willis E., Student Asst. in Rural Education—Unclassified	1,125.00

The manner of determining where new positions were most needed may be interesting to the Board. During the winter, when it began to seem likely that we would receive enough increase in appropriation to make it possible to add some faculty members, I asked the faculty to elect a committee, chosen largely from among departments that were not expecting to receive faculty additions, to make a careful study of the needs in the various departments and to make recommendations for new positions in the order of their urgency. The new positions I am recommending are, with one exception, in accordance with the recommendations of this faculty committee. The exception is the new rural school supervisor whom we are obliged to employ in order to carry out our part of the agreement with the National Commission on Teacher Education as explained in the report of Southern Illinois Normal University at the last meeting of the Board.

4. I am also listing below the promotions in rank which the increase in the size of the faculty coupled with the fact that few promotions in rank have been made during the past four years, have made feasible. These promotions are made upon the recommendation of a committee consisting of all the full ranking professors of the faculty, who were asked by the President to

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vote on the names of people who, in their judgment, merited promotion. These promotions do not necessarily carry increases in salary. They are simply academic recognition granted for superior work and superior scholarship on the faculty.

To be appointed to rank of Professor

Mr. T. W. Abbott
Dr. Marie A. Hinrichs
Mr. E. G. Lentz
Mr. W. A. Thalman

To be appointed to rank of Associate Professor

Mr. Sherman Barnes
Mr. R. C. Cassell
Mr. W. P. Dallmann
Mr. J. Cary Davis
Mr. Vincent DiGiovanna
Mr. W. M. Gersbacher
Mr. L. C. Petersen
Mr. Ted Ragsdale
Mr. W. B. Schneider
Mr. Troy L. Stearns

To be appointed to rank of Assistant Professor

Miss Florence E. Denny
Miss Mary Entsminger
Mr. Emerson Hall
Mr. J. Henry Schroeder
Miss Madge Troutt
Miss Florence A. Wells

5. I am presenting below the annual payroll for faculty and employees for the year 1939-40.

ANNUAL PAYROLL, 1939-40

FACULTY AND EMPLOYEES

		Salary 1939-40
Agriculture		
	Muckelroy, R. E., Professor	36 weeks \$3,800.00
	Cassell, R. C., Associate Professor	36 weeks 2,385.00
Art		
	Williams, Gladys P., Associate Professor	36 weeks 2,493.00
	Roach, Lulu D., Assistant Professor	36 weeks 2,400.00
	Shryock, Burnett (Leave of absence)	
Botany		
	Bailey, William M., Professor	36 weeks 3,800.00
	Welch, Walter B., Assistant Professor	36 weeks 2,250.00
	Marberry, William, Instructor	36 weeks 2,250.00
Chemistry		
	Neckers, J. W., Professor	36 weeks 3,492.00
	Scott, R. A., Associate Professor	36 weeks 3,000.00
	Abbott, T. W., Professor	36 weeks 3,384.00
	Van Lente, K. A., Associate Professor	36 weeks 3,042.00
Commerce		
	Bryant, T. L., Assistant Professor	36 weeks 2,900.00
	Ogden, Susie, Assistant Professor	36 weeks 2,088.00
	Buboltz, Van A., Instructor	36 weeks 2,115.00

PROCEEDINGS

		Salary 1939-40
Economics		
Brainard, Harry G., Associate Professor	36 weeks	\$3,195.00
Miles, Edward V., Associate Professor and Business Manager	52 weeks	4,020.00
Segal, Melvin J., Assistant Professor	36 weeks	2,385.00
Parrish, John B., Unclassified	36 weeks	2,340.00
Education		
Warren, F. G., Professor	36 weeks	3,800.00
Wham, G. D., Professor Emeritus	36 weeks	2,400.00
Thalman, W. A., Professor	36 weeks	3,186.00
Ragsdale, Ted R., Associate Professor	36 weeks	2,700.00
Gellermann, Louis W., Associate Professor	36 weeks	2,700.00
Lawson, Douglas E., Assistant Professor	36 weeks	2,340.00
English		
Bowyer, Emma L., Professor	36 weeks	3,249.00
Cox, Elizabeth A., Assistant Professor (Leave of absence to Dec. 1, 1939)	24 weeks	1,666.00
Barbour, Frances, Associate Professor	36 weeks	2,682.00
Neely, Julia, Associate Professor (Leave of absence)	36 weeks	.....
Crawford, Mary, Assistant Professor	36 weeks	2,500.00
Power, Esther M., Associate Professor	36 weeks	2,682.00
Kellogg, Thelma L., Associate Professor	36 weeks	3,100.00
Krappe, Edith Smith, Assistant Professor	36 weeks	2,500.00
Faner, Robert Dunn, Assistant Professor	36 weeks	2,682.00
Tenney, Charles D., Associate Professor	36 weeks	3,042.00
Magnus, Dorothy B., Assistant Professor	36 weeks	2,502.00
Schneider, William B., Associate Professor	36 weeks	2,790.00
Barber, Julia Minnette, Assistant Professor and Head of Anthony Hall	36 weeks	2,430.00
Combs, Mary, Instructor (Leave of absence)	36 weeks	.....
Brenton, Esther, Unclassified	36 weeks	2,025.00
Harris, J. W., Unclassified	36 weeks	2,250.00
* _____, Unclassified	36 weeks	2,502.00
Foreign Language		
Peacock, Vera L., Professor	36 weeks	3,141.00
Pierce, J. M., Associate Professor Emeritus	36 weeks	1,700.00
Baldwin, Helen A., Associate Professor	36 weeks	2,500.00
Davis, J. Cary, Associate Professor	36 weeks	2,500.00
Smith, Madeleine, Assistant Professor	36 weeks	2,142.00
Dallmann, William P., Associate Professor	36 weeks	2,610.00
Geography		
Barton, Thomas F., Professor	36 weeks	2,925.00
Colyer, Frank H., Professor Emeritus	36 weeks	1,800.00
Shank, Marjorie, Associate Professor and Registrar	52 weeks	3,660.00
Cox, Flemin W., Associate Professor	36 weeks	3,000.00
Krause, Annemarie E., Assistant Professor	36 weeks	2,385.00
Van Riper, Joseph, Unclassified	36 weeks	2,250.00
History		
Beyer, Richard L., Professor	36 weeks	3,348.00
Smith, George W., Professor Emeritus	36 weeks	1,800.00
Lentz, E. G., Professor and Dean of Men	36 weeks	3,420.00
Baker, Sara, Assistant Professor	36 weeks	2,349.00
Pardee, Charles J., Assistant Professor	36 weeks	2,400.00
Cramer, Clarence H., Associate Professor	36 weeks	3,078.00
Wright, John I., Assistant Professor	36 weeks	2,400.00
Barnes, Sherman B., Associate Professor	36 weeks	2,565.00
Household Arts		
Woody, Lucy K., Associate Professor and Dean of Women	36 weeks	2,777.00
Barnes, Mary Louise, Assistant Professor	36 weeks	2,100.00
_____, Unclassified	36 weeks	2,502.00
Industrial Arts		
Petersen, Louis C., Associate Professor	36 weeks	3,300.00
Mathematics		
Mayor, John R., Professor	36 weeks	2,925.00
Wright, Alice Kelsey, Assistant Professor	36 weeks	2,200.00
Purdy, J. R., Associate Professor	36 weeks	3,141.00
McDaniel, W. C., Unclassified	36 weeks	2,250.00
Music		
McIntosh, David S., Associate Professor	36 weeks	2,777.00
Matthes, Helen E., Instructor	36 weeks	1,953.00
Margrave, Wendell, Assistant Professor	36 weeks	2,160.00
Van Cleave, Emerson S., Instructor	36 weeks	1,890.00
Wakeland, Floyd V., Unclassified	36 weeks	2,070.00

* To be filled only if pressure of enrollment forces us to.

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	Salary 1939-40
Physical Education	
McAndrew, William, Associate Professor.....	36 weeks \$3,186.00
Lingle, Leland P., Assistant Professor.....	36 weeks 2,502.00
DiGiovanna, Vincent, Associate Professor.....	36 weeks 2,700.00
Martin, Glenn, Instructor.....	36 weeks 2,400.00
Etheridge, Frances D., Assistant Professor.....	36 weeks 2,385.00
Muzzey, Dorothy M., Assistant Professor.....	36 weeks 2,115.00
Davies, Dorothy, Assistant Professor.....	36 weeks 2,205.00
McLane, Helen, Unclassified.....	36 weeks 2,025.00
Physics and Astronomy	
Young, O. B., Associate Professor.....	36 weeks 3,150.00
Zimmerschied, Charlotte, Assistant Professor.....	36 weeks 2,400.00
Physiology and Health Education	
Hinrichs, Marie A., Professor and School Physician.....	36 weeks 2,835.00
Caldwell, Delia, Assistant Professor Emerita.....	36 weeks 1,150.00
Denny, Florence E., Assistant Professor and School Nurse.....	36 weeks 2,043.00
Borkan, Eli L., Assistant School Physician.....	36 weeks 2,475.00
Political Science	
Swartz, Willis G., Professor.....	36 weeks 3,285.00
Alexander, Orville, Assistant Professor.....	36 weeks 2,400.00
Watson, George H., Unclassified.....	36 weeks 2,250.00
Sociology	
Bowden, R. D., Professor.....	36 weeks 3,195.00
Gum, Wanda Newsum, Assistant to the Dean of Women.....	36 weeks 2,070.00
Landis, Judson T., Unclassified.....	36 weeks 2,340.00
Zoology	
Gersbacher, Willard M., Associate Professor.....	36 weeks 2,565.00
Steagall, Mary M., Professor Emerita.....	36 weeks 1,650.00
Stein, Hilda A., Associate Professor.....	36 weeks 2,600.00
Scott, Martha, Assistant Professor (Leave of Absence).....	36 weeks 2,500.00
_____, Unclassified.....	36 weeks 2,500.00
Practice Department	
Merwin, Bruce W., Director of Training Schools, Professor... 36 weeks	3,798.00
UNIVERSITY HIGH SCHOOL	
Hall, Hal, Principal, Assistant Professor.....	36 weeks 2,340.00
Wells, Florence A., Critic, Assistant Professor.....	36 weeks 2,043.00
Logan, C. C., Critic, Instructor.....	36 weeks 2,600.00
Gibbons, M. Alberta, Critic, Assistant Professor.....	36 weeks 2,100.00
Schroeder, J. Henry, Critic, Assistant Professor.....	36 weeks 2,394.00
Rieke, Evelyn, Critic, Instructor.....	36 weeks 1,845.00
McCreight, Rockwell, Critic, Instructor.....	36 weeks 1,800.00
Smith, Gladys L., Critic, Instructor.....	36 weeks 2,043.00
Cagle, Fred, Critic, Instructor.....	36 weeks 1,935.00
Patterson, Charles, Assistant in Music.....	36 weeks * 810.00
CARTERVILLE COMMUNITY HIGH SCHOOL	
Fulkerson, Elbert, Critic, Instructor.....	36 weeks 396.00
Lauder, Fred E., Critic, Instructor.....	36 weeks 396.00
Armstrong, Laverne, Critic, Instructor.....	36 weeks 396.00
Lingle, Fred K., Critic, Instructor.....	36 weeks 396.00
Spires, Loren, Critic, Instructor.....	36 weeks 396.00
Smith, Gladys O., Critic, Instructor.....	36 weeks 396.00
Woodburn, Thelma, Critic, Instructor.....	36 weeks 396.00
Manning, Ruth E., Critic, Instructor.....	36 weeks 396.00
_____, Critic, Instructor.....	36 weeks 396.00
ELEMENTARY TRAINING SCHOOLS	
Cisne, W. G., Superintendent, Associate Professor.....	36 weeks 3,355.00
ALLYN TRAINING SCHOOL	
Hall, Dilla, Critic, Assistant Professor.....	36 weeks 2,592.00
Troutt, Madge, Critic, Assistant Professor.....	36 weeks 2,000.00
Bach, Louise, Critic, Instructor.....	36 weeks 2,052.00
Rogers, Ora, Critic, Instructor.....	36 weeks 2,000.00
Entsminger, Mary E., Critic, Assistant Professor.....	36 weeks 2,142.00
Fults, Ruth Husband, Critic, Instructor.....	36 weeks 1,944.00
Clark, Lulu R., Critic, Assistant Professor.....	36 weeks 2,100.00
Van Trump, Ruby, Critic, Instructor.....	36 weeks 2,100.00
King, Florence, Instructor Emerita.....	36 weeks 1,200.00
Mott, Sina M., Critic, Assistant Professor.....	36 weeks 2,160.00
Johnson, Agnes, Critic, Unclassified.....	36 weeks 2,025.00

* Payable from Normal School Income Fund.

PROCEEDINGS

		Salary 1939-40
BRUSH TRAINING SCHOOL		
Teel, Harley R., Assistant Principal Instructor.....	36 weeks	\$1,525.00
Fox, Mae L., Critic, Instructor.....	36 weeks	990.00
Wilhelm, Grace, Critic, Instructor.....	36 weeks	990.00
Eads, Mabel, Critic, Instructor.....	36 weeks	990.00
Trulove, Jewell, Critic, Instructor.....	36 weeks	990.00
Mayhew, Maude, Critic, Instructor.....	36 weeks	990.00
Goodwin, Tina, Critic, Instructor.....	36 weeks	990.00
RURAL TRAINING SCHOOLS		
Stearns, Troy, Superintendent, Associate Professor.....	36 weeks	2,700.00
Brown, W. O., Professor Emeritus.....	36 weeks	1,800.00
Hall, Emerson, Critic, Assistant Professor.....	36 weeks	2,250.00
Bracewell, George, Critic, Assistant Professor.....	36 weeks	2,088.00
Dillow, J. W., Critic, Instructor (Leave of absence).....	36 weeks	.....
McNeill, Elsie Parrish, Critic, Instructor.....	36 weeks	1,935.00
Randolph, Victor, Critic, Instructor.....	36 weeks	1,845.00
Barnes, Fred P., Critic, Instructor.....	36 weeks	1,935.00
Stenson, Helen Elaine, Critic, Unclassified.....	36 weeks	2,250.00
Malone, Willis E., Assistant in Rural Practice.....	36 weeks	1,125.00

Library

Bosley, Howard E., Associate Professor.....	36 weeks	2,547.00
Hart, Fay, Assistant Professor.....	36 weeks	2,100.00
Kerley, Ruby, Instructor.....	36 weeks	1,485.00
Hankla, Golda, Instructor.....	36 weeks	1,350.00
Vocelle, Mary Dolores, Unclassified.....	36 weeks	1,260.00
Fly, W. C., Assistant Librarian.....	52 weeks	*1,800.00

President and Employees, Title

Pulliam, Roscoe, President.....	52 weeks	6,750.00
DiGiovanna, Alice, Secretary to President.....	52 weeks	2,220.00
Beach, Cornelia, Junior Stenographer, Civil Service.....	52 weeks	1,500.00
Howell, Mabel, Junior Stenographer, Civil Service.....	52 weeks	1,020.00
Fierke, Fred, Engineer, Civil Service.....	52 weeks	1,800.00
Hagler, Charles, Carpenter, Civil Service.....	52 weeks	1,800.00
Sherretz, Lee, Watchman, Civil Service.....	52 weeks	1,400.00
Fisher, William, Laborer, Civil Service.....	52 weeks	1,500.00
Miller, Fred, Laborer, Civil Service.....	52 weeks	1,200.00
Stokes, Sam, Fireman, Civil Service.....	52 weeks	1,400.00
O'Daniel, E. F., Janitor, Civil Service.....	52 weeks	1,400.00
Coffey, L. R., Janitor, Civil Service.....	52 weeks	1,320.00
Whittenberg, W. H., Janitor, Civil Service.....	52 weeks	1,250.00
Cox, Ira, Janitor, Civil Service.....	52 weeks	1,300.00
Humphrey, J. B., Janitor, Civil Service.....	52 weeks	1,400.00
Trobaugh, Gus, Janitor, Civil Service.....	52 weeks	1,400.00
Nelson, George, Janitor, Civil Service.....	52 weeks	1,440.00
Boucher, D. L., Laborer, Civil Service.....	52 weeks	900.00
Barrett, Paul, Athletic Equipment Man, Civil Service.....	52 weeks	1,440.00
Peithman, Irvin, Laborer, Civil Service.....	52 weeks	*1,440.00
Spiller, Mary K., Housekeeper, Civil Service.....	52 weeks	* 840.00
Newman, Myrtle, Assistant Cook, Civil Service.....	52 weeks	* 900.00
Lines, Grace, Assistant Cook, Civil Service.....	52 weeks	* 840.00

* Payable from Normal School Income Fund.

IV. THE ORGANIZATION—No report.

V. THE CURRICULUM—No report.

VI. BUILDINGS AND GROUNDS

Presumably, the Board at this meeting will make the final allocation of funds for permanent improvements. According to previous plans, I am assuming that Southern is to receive an allocation for a new training school building. It is the earnest hope of all concerned that this project may be started without delay.

It cannot be emphasized too strongly that the College is now desperately in need of space. We have already made plans to lengthen the school day one hour for next year, and are building partitions in several rooms and hallways in order to meet what amounts to a serious emergency. Yet, in spite of these expedi-

ents, we expect to be facing difficult conditions for lack of space when school opens again in September. For this reason it is imperative that we get the building project which is planned for this College under way as quickly as possible. Even at the very best, we cannot expect to occupy the new building before the fall of 1941.

Some relief will be provided, however, as soon as the land upon which we expect to build the new building is purchased, since the old Browne residence, only two doors away from the main gate of the campus, is a part of the proposed purchase. This house will immediately become available for the use of home economics classes and for offices and conference rooms that are desperately needed. I should like to urge, therefore, that every effort be made to clear this purchase at once. The purchase of the land is the first necessary step toward starting the new building.

VII. AUXILIARY ENTERPRISES

During the past year the College has been fortunate to be included in the State Museum Project carried on by the State Museum in cooperation with the WPA with very little cost to the College except the part-time services of Mr. Cagle, who is curator of the museum. As a result we are making fine progress in the development of the museum.

It is noteworthy that the museum at Carbondale is a very old enterprise. It was started at the very beginning of the College, and was developed to the point where it was the most important museum in Illinois south of Springfield, during the time of Professor French thirty years ago. At the time of the dismantling of the first Chicago World's Fair in 1893, the College secured a substantial number of exhibit cases and some of the materials that were on exhibit there. Following the death of Professor French, the museum became static and received little attention until a few years ago when Mr. Cagle was put in charge of it. We are hoping now to develop a substantial museum to serve the College and the surrounding public schools in Southern Illinois. We are fortunate to secure the generous help of the State Museum and the WPA Museum Project. Some significant paragraphs from Mr. Cagle's annual report appear below:

"Although the use of WPA laborers has presented many problems, the work has progressed rapidly. During the period November 1, 1938, to June 30, 1939, the Federal Government expended \$7,219.97 for labor and contributed approximately \$206.00 for materials. During this same period the College spent \$1,100.69 for materials and equipment. The inventory value of the museum increased \$21,911.69 during this period and is continuing to increase rapidly at the present time.

"This increase in inventory value cannot represent a complete evaluation of the museum program. It is extremely difficult

to evaluate specifically all the activities of the project. The value of exhibits, school loan services, and research collections to educators and scientists is incalculable. During this school year over 200 loans were made from the school loan collections, 40 teachers brought classes to the museum, members of the museum staff gave 25 lectures to visiting classes and to organizations in the immediate region, and 3,300 visitors registered. This response to the museum program occurred despite the fact that during most of this period the museum was in a turmoil because of reconstruction work.

"The researches of the museum have been stimulated by an Illinois Academy of Science grant and the addition of several highly trained people to the WPA staff. During the course of the year the museum staff has published several important papers, and a half-dozen research studies are now in progress. The museum has been of definite aid to other research workers in the field of biology. Data from the museum files and specimen loans have been requested by several universities and museums engaged in studies of animals occurring in Southern Illinois."

VIII. STUDENT LIFE—No report.

IX. MISCELLANEOUS

I am sorry to report that on the matter of using graduate students of the University of Illinois, we have not as yet been able to make any further progress. The Board of Trustees and the administrative authorities at the University of Illinois are anxious to go ahead, but it takes some time to break down resistance within the departments at the University and to work out the details for cooperation. Both Dean Carmichael and I are quite sure that by next year we shall have a workable plan and shall begin the experiment of using a few University graduate students for teaching in the College at Carbondale.

X. SUMMARY

The approval of the Normal School Board is asked for the following items which I am recommending:

The Normal School Board approved the following items in President Pulliam's report:

1. Validation of the graduation of the students whose names are listed.
2. Granting of leaves of absence to Mr. Dillow, Mrs. Combs, Mr. Shryock, Miss Scott, and Mrs. Neely.
3. Granting of a leave of absence for the Fall Quarter to Miss Elizabeth Cox.
4. The appointment of Miss Helen McLane as an instructor in the Women's Physical Education Department.

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5. The appointment of Miss Dorothy Davies as an assistant professor in the Women's Physical Education Department.

6. The appointment of Miss Helen Elaine Stenson as a critic in the Rural Education Department.

7. The appointment of Mr. John B. Parrish as an instructor in the Economics Department.

8. The appointment of Mr. Joseph Van Riper as an instructor in the Geography Department.

9. The appointment of Mr. Floyd V. Wakeland as an instructor in the Music Department.

10. The appointment of Mr. Judson T. Landis as an instructor in the Sociology Department.

11. The appointment of Mr. George H. Watson as an instructor in the Political Science Department.

12. The appointment of Mr. W. C. McDaniel as an instructor in the Mathematics Department.

13. The appointment of Mr. J. W. Harris as an instructor in the English Department.

14. The temporary appointment of Mrs. Esther Brenton as an instructor for one year in the English Department.

14½. ——— — — Eli L. Borkon and Miss Vocelle.

15. Authority to establish a kindergarten with Miss Mott in charge.

16. The appointment of Miss Agnes Johnson as a critic in the Allyn Training School.

17. Authority to transfer Mr. Lawson from the Brush Training School to the College Education Department.

18. The appointment of Mr. Harley Teel as Assistant Principal at the Brush Training School.

19. Authority to appoint additional instructors in the Zoology Department, Physiology and Health Education Department, Household Arts Department, English Department, critic in the Carterville High School.

20. Approval of the change in academic rank of faculty members listed above.

21. The approval of the salary schedule for Faculty and Employees for the year 1939-1940.

Respectfully submitted,

ROSCOE PULLIAM.

SPECIAL REPORT OF THE NORTHERN ILLINOIS STATE TEACHERS COLLEGE

Presented at the Meeting of the Normal School Board at Chicago
September 11, 1939

FACULTY PAYROLL FOR 1939-40—NINE MONTHS

Salaries and Wages

Anderson, Alma, Assistant Professor and Department Head.....	\$ 2,600.00
Anderson, Miriam, Associate Professor and Department Head.....	2,600.00
Appell, Carl, Associate Professor and Teacher.....	2,750.00
Beatty, E. C. O., Professor and Teacher.....	3,250.00
Beals, R. G., Assistant Professor and High School Supervisor.....	500.00
Behl, William A., Unclassified.....	2,150.00
Bellis, Bertha, Professor and Training Teacher.....	2,600.00
Bloomster, Maurine A., Unclassified.....	2,150.00
Burrell, Blanche, Assistant Professor and Training Teacher.....	2,150.00
Burton, Emily, Assistant Professor and Training Teacher.....	2,200.00
Butterfield, George P., Unclassified.....	2,150.00
Cain, Lucile, Unclassified.....	2,150.00
Caldwell, Loren T., Associate Professor and Teacher.....	2,450.00
Cobb, Lillian, Professor and Department Head.....	2,600.00
Connor, J. Hal, Associate Professor and Department Head.....	3,400.00
Cramer, Carl C., Assistant Professor and Teacher.....	2,400.00
DeLassus, Wilma, Assistant Professor and Teacher.....	2,150.00
Eaton, Durward, Unclassified.....	2,340.00
Edel, E. F., Assistant Professor and Teacher.....	2,540.00
Evans, George G., Assistant Professor and Department Head.....	3,300.00
Fink, Stuart D., Associate Professor and Principal Training School.....	2,650.00
Fouser, Charles E., Assistant Professor and Teacher.....	2,500.00
Gordon, Lenore, Assistant Professor and Librarian.....	1,575.00
Gould, Howard, Professor and Department Head.....	3,300.00
Gould, William, Assistant Professor and Teacher.....	3,400.00
Hall, Homer, Assistant Professor and Rural Supervisor.....	2,690.00
Hanby, Bernadine, Assistant Professor and Librarian.....	1,690.00
Harrison, Paul, Assistant Professor and Teacher.....	2,840.00
Hayes, M. C., Professor and Teacher.....	3,400.00
Hellmich, Eugene, Professor and Teacher.....	2,775.00
Hill, Wilma, Assistant Professor and Teacher.....	2,400.00
Howell, Charles, Unclassified.....	2,450.00
Jameson, Hugh, Professor and Teacher.....	3,250.00
Jenks, I. J., Associate Professor and Teacher.....	2,690.00
King, Annie E., Assistant Professor and Training Teacher.....	2,150.00
McKee, Eva, Assistant Professor and Teacher.....	2,350.00
McMahon, Eva, Assistant Professor and Librarian Head.....	2,350.00
Maybauer, Madeline, Assistant Professor and Training Teacher.....	2,150.00
Messenger, Helen R., Professor and Teacher.....	3,240.00
Montgomery, Charles, Professor and Department Head.....	3,650.00
Neptune, Celine, Assistant Professor and Department Head.....	3,000.00
Neptune, Katherine, Assistant Professor and Librarian.....	2,090.00
Oakland, Milo T., Assistant Professor and Department Head.....	3,400.00
O'Brien, Marguerite, Assistant Professor and Training Teacher.....	2,150.00
O'Connell, William, Unclassified.....	2,500.00
Peterson, Bena, Assistant Professor and Training Teacher.....	2,250.00
Phillips, Frank, Assistant Professor and Director of Training.....	2,250.00
Pratt, Bertha, Assistant in Library.....	1,140.00
Resnikow, Sylvia, Associate Professor and Teacher.....	1,890.00
Seed, Mary Jane, Assistant Professor and Teacher.....	2,200.00
Small, B. Mae, Assistant Professor and Teacher.....	2,290.00
Stelford, Norma, Assistant Professor and Teacher.....	2,500.00
Stensland, Minnie, Assistant Professor and Teacher.....	2,250.00
Storm, William B., Associate Professor and Department Head.....	3,490.00
Taylor, E. Ruth, Assistant Professor and Teacher.....	2,400.00
Terwilliger, George, Assistant Professor and Teacher.....	2,500.00
Trager, Lela, Assistant Professor and Teacher.....	2,150.00
Uhland, Maude, Professor and Teacher.....	2,600.00
Valentine, Bessie, Rural Training Teacher.....	590.00
Vincent, Grace, Rural Training Teacher.....	590.00
Whittaker, Milo L., Professor and Department Head.....	3,600.00
Wigert, Elsie, Assistant Professor and Teacher.....	2,150.00
Williams, Esther, Unclassified.....	2,150.00
Williams, Mary, Assistant Professor and Teacher.....	3,250.00
Wiswall, Vera, Assistant Professor and Teacher.....	2,250.00
Woolhiser, Ethel, Assistant Professor and Teacher.....	3,100.00

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Yokam, Doris G., Professor and Teacher.....	2,500.00
Zulauf, R. M., Associate Professor and Teacher.....	3,100.00
-----, Assistant Professor and Art Supervisor, part time.....	800.00
-----, Assistant Professor and Music Supervisor, part time.....	800.00
Pro-rata Training Teachers (Elementary)	4,525.00
Pro-rata Training Teachers (Secondary)	6,360.00
Miscellaneous	450.00
Total Faculty Payroll—Nine Months.....	\$181,195.00

FACULTY, WILLISTON HALL, AND EMPLOYEES—TWELVE MONTHS

Anderson, Amanda, Domestic	\$ 660.00*
Daugherty, Charles, Janitor	1,500.00
Daugherty, Charlotte, Assistant Cook	780.00*
Gabel, Otto, Associate Professor and Teacher.....	2,900.00**
Hayter, Earl W., Professor and Teacher.....	2,590.00**
Jacox, George, Laborer	1,500.00
Johnson, Charlotte, Domestic	600.00*
Johnson, Mildred, Domestic	780.00*
McClelland, Mollie, Domestic	660.00*
Mathaly, Walter, Fireman	1,500.00
Morrison, Donald, Assistant Professor and College Nurse.....	2,250.00*
Nix, Grace E., Assistant Professor and Director Williston Hall.....	2,250.00*
Ough, Marion, Domestic	780.00*
Steffa, Alta, Domestic	715.00*
Swanson, Theodore, Laborer	1,320.00
Wiltse, Emma, Domestic	600.00*
	\$ 21,385.00

* For 11 months

** For 9 months

SALARY LIST FOR 1939-1940

Salaries and Wages—Twelve Months

Adams, Karl L., President	\$ 6,750.00
Annas, A. Neil, Associate Professor, Department Head, Dean of Men.....	4,625.00
Barauski, Anton, Janitor	1,500.00
Benesh, Lewis C., Physician and Health Director.....	3,350.00
Bjelk, Nels, Janitor	1,500.00
Campbell, Alexander, Laborer	1,500.00
Clark, James A., Stationary Engineer	2,320.00
Davidson, Blanche, Assistant Professor and Dean of Women.....	3,600.00
Ebbesen, Andrew, Fireman	1,500.00
Eychaner, P. J., Janitor	1,370.00
Groves, Leta, Junior Stenographer	1,200.00
Hakala, Elma, Assistant Registrar.....	1,720.00
Harden, Halstead, Fireman	1,500.00
Hart, Joseph, Janitor	1,260.00
Hiatt, Fred, Laborer	1,500.00
Hickey, Robert, Laborer	1,260.00
Huml, Frances, Junior Stenographer	1,200.00
Jorgensen, Florence, Principal Stenographer	1,500.00
Johnson, Arthur F., Superintendent of Buildings.....	2,100.00
Johnson, Olive S., Bookkeeper	1,950.00
Kestila, Linda, Student Secretary	1,320.00
Leifheit, Edith, Registrar	2,520.00
Long, Taylor, Laborer	1,200.00
Lytle, Lorene, Senior Department Bookkeeper.....	1,500.00
Mann, Jessie R., Assistant Professor Emeritus.....	1,450.00
Merritt, L. Eveline, Assistant Professor Emeritus.....	1,450.00
Mobeck, Andrew, Laborer	1,500.00
Oberg, Otto, Janitor	1,500.00
Pantilla, Anna, Laborer	1,060.00
Parson, S. F., Professor Emeritus.....	1,800.00
Peterson, O. E., Professor, Department Head, Director Placement.....	5,425.00
Romeis, Franz J., Business Manager	3,600.00
Simonson, Ida S., Professor Emeritus	1,770.00
Sparrow, Floyd, Laborer	1,260.00
Sperling, Clara, Secretary to the President.....	1,500.00
Street, Paul, Assistant Professor, Alumnus Secretary, Associate in English..	2,520.00
Swinbank, William, Superintendent of Grounds.....	2,100.00
Turnbloom, Elmer, Stationary Engineer	1,600.00
Student Assistants	4,210.00
Student Help	8,800.00
	\$ 91,290.00

President Karl L. Adams made a special report to the Normal School Board at its meeting of November 11, 1939, on the salary schedule for 1939-1940. The salary schedule as presented by him at that time was approved by the Board to January 1, 1940.

BUILDINGS AND GROUNDS

Since the Board requested in its announcement that no regular report be given at this time, I am omitting most of the detailed material, but I do feel that the Board would like to start the permanent building program as soon as possible, hence I am making a formal request for an allocation from that fund at this meeting. It is my understanding that the colleges at Carbondale and at DeKalb were each to have major buildings from this allotment and other major repairs as the funds were available.

1. I should like to request at this time an allotment of \$350,000 for a science building and \$50,000 for furniture and fixtures for this building which will house the Department of Biological Science, the Department of Physical Science, and the Department of Domestic Science. This building will remove all of these departments from the main Administration Building and will release a large number of rooms for classroom purposes for other departments, particularly the English Department and the Department of the Social Sciences.
2. I should like to request an allotment of \$20,000 for new furniture and equipment for the student rooms in the college dormitory. The furniture and equipment in these rooms have not been changed since the building was erected in 1915. If it were not necessary for the college to budget its revolving fund each year to the limit, we could easily build up a reserve in that fund which would handle this furniture situation, but since this fund has to be used for regular college purposes, an allotment of permanent improvement money should be available for this purpose.

There are many major improvements in the buildings which will have to be made to make this reorganization effective in our college plant, but that can not be done until the new science building has taken the pressure off the Administration Building. Those who inspected the college buildings recommended complete re-installation of heating and plumbing facilities in the basement of the main building. This work could be done as soon as the science laboratories are moved to the science building. Such major repairs could be included in the budget for the next biennium.

SUMMARY

Action is requested on the following:

1. Approval of the salary schedule for 1939-1940.

2. Approval of the allotment of \$350,000 for a science building and \$50,000 for furniture and fixtures for this building.
3. Approval of the allocation of \$20,000 for furniture and equipment for Williston Hall, the college dormitory.

Respectfully submitted,

KARL L. ADAMS, *President*

ILLINOIS STATE NORMAL UNIVERSITY

The president of Illinois State Normal University presented a list of employees for appointment July 1, 1939, to June 30, 1940. This list was approved.

NORMAL SCHOOL BOARD MINUTES

The Normal School Board met at the Congress Hotel September 22, 1939, at 9 A.M.

On roll call the following members were present:

Mr. Otto Beich
Mr. John Dill
Dr. Wm. Sunderman
Mr. Charles McMorris
Mr. J. E. Alschuler
Miss Harriet McIntire
Mrs. Reed Green
Mr. R. B. O'Harra
Dr. Preston Bradley
Mr. John Wieland

Mr. Hallihan was absent.

A motion was made by Mr. Alschuler, seconded by Mr. McMorris, that Mr. Dill be retained as chairman. Motion carried.

A motion was made by Mr. Alschuler, seconded by Mr. O'Harra, that the salary schedule for the Northern Illinois State Teachers College be adopted and approved by the Board until January 1, 1940. Motion carried unanimously.

A motion was made by Mr. Alschuler, seconded by Mr. O'Harra, that the investigation of the Northern Illinois State Teachers College and the administration of Mr. Adams be disposed of by January 1, 1940. Motion carried.

Dr. Bradley made a motion, seconded by Miss McIntire, that the temporary chairman appoint two members of the Board to work out the procedure for investigation. Motion carried. Chair appointed Mr. Alschuler and Mr. O'Harra.

A motion was made by Mr. O'Harra, seconded by Dr. Bradley, that the meeting adjourn. Motion carried. Meeting adjourned.







